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THE ROYAL COMMISSION ON THE RELATIONS OF
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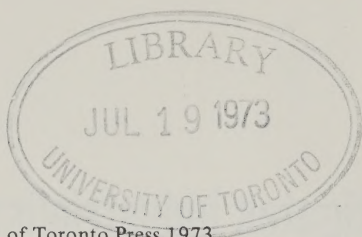
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Canada investigates industrialism

EDITED, WITH AN INTRODUCTION, BY GREG KEALEY

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An introduction

BY GREG KEALEY

In most Canadian historical writing, the 1880s are depicted as the decade of Macdonald's national policies and of Louis Riel's North-West Rebellion. The building of the Canadian Pacific Railway and the execution of the Metis leader dominate the historical stage. These were indeed years of heated religious strife, of increasing sectional tension, and of remarkable feats of railroad building, but they were also the years in which Canadians began to cope with the meaning of their emerging industrial society. In the eighties the federal government first investigated industrial conditions in Canada and the provincial governments passed Canada's first factory legislation. The same decade saw the resurgence of an articulate and angry labor movement.

The Macdonald government initially responded to the rapid growth of industrialism and to the rise of vocal labor reformers with a series of investigations. Studies of manufacturing were commissioned in 1882 and again in 1885. The first reported shock and indignation at child labor, the employment of women, and inadequate sanitary and safety facilities. The second, largely a eulogy of Macdonald's National Policy of high protective tariffs, demonstrated dramatically the rapid growth of factory production in Canada. Factory acts were introduced at nearly every session of the federal parliament in the eighties to control the worst excesses of modern industry, but no legislation was enacted. The question of the infringement of provincial constitutional jurisdiction provided the Macdonald government with a convenient excuse for legislative inactivity. Nevertheless, the government was in a difficult political situation by 1886 and Macdonald responded in a fashion familiar to all students of Canadian politics. In an Ottawa speech before the Workingman's Liberal Conservative Association and La Cercle LaFontaine, the prime minister proposed:

to issue a Royal Commission on which the working classes shall be fully represented as commissioners, for the purpose of enquiring into and reporting on all questions arising out of the conflict of labor and capital.¹

The political motivation of this act should not obscure the value of the work of the Royal Commission on the Relations of Labor and Capital (popularly called the Labor Commission). Although of little

use to the working class in its struggle to alleviate the ill effects of early industrialism, the Commission's two reports and five volumes of evidence are an indispensable document for reconstructing the history of Canadian industrialization and its consequences.

The testimony takes us with the commissioners on their tour of Canada in the late eighties. We accompany them around New Brunswick cotton mills; we are lowered with them into Cape Breton coal pits; we are led through Ontario shops and foundries; we are guided along Quebec City wharves and explore the darkest corners of Montreal cigar factories. This tour provides us with our most complete view of Canadian industrial activity in the late nineteenth century. It also provides vivid documentation of both the organization and the conditions of work in the mines, mills, and factories of Victorian Canada. The commissioners did not limit themselves to the workplace, however, so we also receive glimpses of working class living conditions in factory towns and in growing industrial cities. The Labor Commission describes too the world of the capitalist and his view of the emerging industrial society. Here the industrialist discusses his profits, markets, sources of raw material, and problems with labor. Perhaps most important, the Commission heard working people, men and women who in most historical sources appear as little more than cold statistics. The warmth and humanity of these ordinary Canadians reflecting on their lives and on the society around them make the commission documents come to life. The interviews with them are almost unique in allowing us to enter their intellectual and cultural world. Aging craftsmen, ten-year old saw-mill hands, girls from their spindles and looms, describe their workplaces, wages, hours, and aspects of their lives away from the job. They tell us of their past and present, and of some of their hopes and aspirations for the future. In short, the Labor Commission reports and testimony are essential for the study of [the Canadian working class as it was being transformed by the new techniques of industrial production.]

Some of the tensions of this transformation are evident in the internal history of the Labor Commission as well as in the external evidence it compiled. [The Macdonald government was in a tenuous position as it prepared to meet the electorate in 1886. The Tories had assumed working class support since the early seventies. In 1872 ✓ Macdonald had passed a trade union act which grew out of working

class agitation for the nine-hour day, and thereafter he paraded as 'the working man's friend.' Mention of this act in Tory campaign literature usually accompanied a discussion of the benefits of the National Policy for the workingman. By the mid-eighties, however, organized labor was looking for something more tangible than pleasant memories and by 1886 elements of it were attacking the National Policy's high protective tariff. It is very difficult to assess where working class votes actually went in this period. The Macdonald papers suggest, however, that the growing strength of trade unions, especially the rapid growth of the Knights of Labor, was a cause of concern for the government. In the years 1886/1887, letters were received from St Catharines, Niagara Falls, Oshawa, Stratford, Woodstock, Hamilton, and Toronto; all spoke of potential political trouble for the Macdonald government. The appointment of the Labor Commission was clearly an attempt to salvage the working class vote for the Conservative party and must be seen as an attempt to deal with the vigor and nascent political strength of the Knights of Labor in Canada.

The work of the Commission was decisively influenced by the background and methods of its members. There were two distinct groups of appointments. The first set of appointees in 1886 included the chairman, Judge James Armstrong of Sorel, Quebec, and a printer, John Armstrong, who was unrelated to the judge. Printer Armstrong was joined on the commission by a Toronto colleague, Samuel Heakes, who was a carpenter by trade. Other initial selections were: A.T. Freed of Hamilton; Jules Helbronner, a Montreal journalist; a Halifax master carpenter, Michael Walsh; and a Carleton, New Brunswick, builder, James Clark. Alfred Blackeby of Galt, who had previously investigated Canadian mills and factories, became secretary of the Commission. A second set of appointments followed in 1887. The nature of these selections indicates the growing political strength of the Ontario labor movement. Four members were chosen from the ranks of organized labor to offset the sharp working class criticism that had met the 1886 appointments. William Gibson and Urias Carson were chosen from the Ottawa Workingmen's Liberal Conservative Association. Hugh McLean, a well-known leader of the London Knights of Labor, and Patrick Kerwin of the Quebec Ship Labourers Benevolent Society were also appointed. Four other members were named in 1887: two Quebec manufacturers, Louis

Coté and Guillaume Boivin; and two Maritimers, John Kelly and William Haggarty.

The government had gone to considerable lengths to acquire a loyal and co-operative commission. All appointments went to politically trustworthy men; most had the distinct odor of patronage. Chairman Armstrong's selection was a belated payment for an earlier 'disappointment.' In 1879 he had resigned his post as Chief Justice of St Lucia and returned to Canada on the understanding that the Macdonald government would appoint him to the Canadian bench. Its failure to do so, he wrote in 1888, had embittered him. Michael Walsh of Halifax was recommended by John Thompson, Macdonald's justice minister. Walsh's qualifications for the job were his personal acquaintance with both Thompson and Macdonald and his concern with 'the prospects of the party.'² The two Toronto commissioners were recommended by Tory MP H.E. Clarke, who wrote Macdonald that the Commission could 'help you very considerably at the next election.' The workingmen who were gradually drifting away might be won back by a report favoring the National Policy. It was essential that the commissioners be good Tories. The Toronto Knights of Labor choice, McNab, had to be ignored because he was not a sound Tory. On the other hand, John Armstrong, a leader of the Toronto Typographical Union and ex-president of the Toronto Trades and Labor Council, was 'a good Tory' and 'stands up boldly for our party in the meetings of the trade unions.' Samuel Heakes also passed the rigid test of party loyalty.³ A.T. Freed, editor of the *Hamilton Spectator* and an established Tory, was recommended by a former labor reformer, now Conservative MP, H.B. Witton. Another editor, the Paris-born Jules Helbronner of Montreal's *La Presse*, was chosen by Macdonald from a list of names submitted by the Montreal Central Trades Council. Helbronner's attempt to forestall an alliance of the Montreal Knights of Labor with the Rouges had gained him fine party credentials.⁴

The *Hamilton Palladium of Labor*, a Knights of Labor paper, reflected organized labor's attitude to these early appointments:

As we expected it is purely a partisan affair. Of the Ontario men appointed the only man who is not a servile and unscrupulous hack is John Armstrong. His colleague, S.R. Heakes, is a double-faced sneak and schemer of the worst type. Originally a Tory, he has for

some years professed independence. He has gained admission to the late Labor Congress on bogus credentials, and by deliberate falsehood and when there did his best to serve the ends of his Ottawa masters. Since that time he has shown his baseness and treachery in a still more glaring light by taking the stump against the Labour Reform candidate in Toronto. A fitting associate for this easily bribed renegade is A.T. Freed ... He has never been anything but a thorough-paced party hack, ready to write anything for or against labour, so that it would suit the temporary interests of Toryism ... It confirms our previous estimate of the commission as a device to bolster up the National Policy and to fool the working class by the empty promise of legislation that never will be undertaken ... A set of hiring journalists and renegade workingmen who are expected to do the work of the party heeler ... will never accomplish anything of practical utility towards the amelioration of Labor's condition even if the government would let them.⁵

The second group of appointments proceeded in a similar manner, but an effort was made to recruit more workers – Tory workers, of course. William Gibson was suggested by the Workingmen's Liberal Conservative Association: 'He was your friend in adversity; he fought from 1874 to 1878 as no other man in his walk of life dared to do and resisted tempting offers to persevere in his allegiance.' When Urias Carson broke ranks with that organization and sought the seat on his personal party record, he too gained an appointment. A third appointee, Hugh McLean of London, was put forward by Minister of Agriculture John Carling, who wrote that McLean 'was strongly recommended by our friends.'⁶ The selection of St Hyacinthe manufacturer Louis Coté represented the last word in the vagaries of patronage. Tellier, a local party hack, wrote Macdonald that although Coté was a liberal, he supported the National Policy and that 'I have consulted the leading Conservatives of the town and we are agreed on recommending him.' This was sufficient support to win the appointment, but only an emergency letter from Secretary of State Joseph Chapleau saved the government from great embarrassment:

The name of Coté, who is recommended by Tellier as a member of the Labour Commission is *Louis* and not *Victor*. It was through a mistake that Victor Coté's name was given, this party being dead since a few years.⁷

The attempt to placate labor with the appointments of 1887 was at best only a partial success. In Toronto, the *Labour Reformer* was vociferous in its opposition to the Toronto commission members. In Hamilton, the Central Labor Union sent Macdonald a resolution unanimously condemning the Freed appointment, for the latter was 'not in sympathy with the cause of labor and [was] prejudiced against the interests of the working class.' Both the Toronto Trades and Labor Council and the Hamilton Central Labor Union refused to testify before the commission and advised their members to do the same. The Nova Scotia Provincial Workmen's Association was also incensed by the government's selections. In January 1888 their *Trades Journal* noted that 'the largest body of workers in Nova Scotia has been passed over in the way of representation.' Nevertheless they decided to co-operate. The contradictory stances taken by organized labor in the different provinces highlight the regional autonomy of Canadian working class development in this period.⁸

The Commission began its hearings in Toronto in November 1887. It then proceeded west to Windsor and from there worked east across the country. Evidence was taken in Quebec in February, in Nova Scotia in April, and in New Brunswick in March, April, and early May 1888. A request that the Commission also travel to Manitoba and British Columbia was refused by Macdonald in January 1888. 'We are going to close the Commission as soon as possible,'⁹ he wrote, probably alarmed at the money it was costing, possibly also concerned about the effects of some of its more sensational revelations.

In Ontario, all commissioners were present with the exception of Coté and two of the Maritimers, Haggarty and Kelly. When testimony was taken in Quebec, the latter two members were again absent. Coté and Helbronner missed the Maritime hearings. After two weeks of full committee sittings in St John and Halifax, the commission divided into two smaller groups for the duration of their stay. Upon completion of the tour in May 1888, the commission turned to the preparation of its report but conflict split the members into two groups and prevented the submission of a unanimous report. A minority document was ready in late February 1889 and was signed by only five of the commissioners: Freed, Helbronner, Clark, Walsh, and Boivin. This group had been led by Judge Armstrong until his death in November 1888. His successor as chairman was

Freed, who also took over his leadership position within the faction. Both workers and the hostile press labelled this faction 'the capitalist group.' The occupations pursued by its members suggest the reason, there being a judge, two newspaper editors, a manufacturer, a builder, and a master carpenter.

In April 1889 a second and longer report was submitted to the government by the eight remaining commissioners led by Toronto labor leader John Armstrong. Côté inexplicably signed neither report. This 'labour group' included two carpenters, two printers, a blacksmith, a machinist, a teacher, and a small manufacturer. In addition to Armstrong, it contained all other commissioners with active labor connections: McLean of the London Knights of Labor, Kerwin of the Quebec Ship Labourers' Benevolent Society, and Gibson and Carson of the Ottawa Workingmen's Liberal Conservative Association.

At first glance it seems surprising that the Tory government's political manipulations were unable to assure a unanimous and passive commission. However, dissension had begun as early as November 1887 in Windsor, where John Armstrong and others fought bitterly with Freed over the commission's travel agenda. Armstrong wished to proceed to Walkerville to examine the truck system; Freed disagreed, arguing that the Walkerville workers should have come to Windsor. Strife flared again in Montreal where the nascent Armstrong group wished to continue the explosive investigation of the Fortier scandal. This exposé of child beating and the imprisonment of children in the coal cellars of a Montreal cigar factory shocked the country. Freed and Judge Armstrong ended this inquiry, arguing that sufficient evidence had been gathered, but the labor group did not share this opinion. A similar row developed in Quebec City where the labor group overruled the chairman in a secret commission meeting. The issue was whether to allow lawyers to represent clients before the commission. Judge Armstrong decided in open session to allow it. The labor group called a closed meeting and voted against the chair because they were furious at 'a rather clever lawyer' who had been particularly hostile to Quebec printers.

Symbolic of the intensifying split was the furor that surrounded the commission's secretary. Blackeby supported the labor faction; thus Freed wrote Macdonald from Montreal censuring the secretary's

activities. Freed complained that Blackeby was sloppy, tardy, pretentious, and that he had leaked information to Toronto Knights of Labor editor A.W. Wright.¹⁰ When the Macdonald government later retained Blackeby to prepare the testimony for publication, both Judge Armstrong and Freed were furious. The judge wrote that 'our arch-enemy, Blackeby ... has triumphed over us.' Suspecting a political deal, he continued, 'Heakes and company went to Bowell and told him how they were anxious to make a unanimous report.' Judge Armstrong's tone was one of despair and anger; he attacked 'the rebels' and cited Blackeby as 'the cause of all this.' Of most interest was his conclusion: he threatened that 'if Blackeby is to be "the boss" I shall have my own report and be damned therefore by the amiable men who compose the Knights of Labor.' This remark suggests both that the split had become irreparable as early as May 1888 and that the labor faction was viewed specifically as pro-Knights of Labor.¹¹

What constituted the lines along which the commission divided? The government certainly had done everything in its power to assure a sympathetic report. All the appointments had gone to tested party proponents, yet the commission split irreparably. The minority faction claimed there was no principled basis for the division. After the *Toronto Mail* had attacked Freed and his colleagues as 'the capitalistic members' of the commission, he defended himself in a series of letters which contained spiralling accusations. Freed charged that the labor group refused to work with a draft report purely for spite, that organized labor impeded the work of the commission at every step, and that Heakes and John Armstrong wanted the commission to last longer in order to receive more money. Finally, he accused the Toronto representatives of refusing to travel to Cape Breton because of bad weather:

It could not be expected that these champions of the workingman would travel in mud and rain to inquire into the 'truck system' though they were willing to sacrifice themselves in a comfortable hotel at Windsor at \$10 a day and expenses. Mr Kerwin volunteered to go to Sydney in place of Mr Heakes and I am told that he and Secretary Blackeby found the fishing at Grand Narrows very good. But neither of them ever reached the mines, where the 'truck system' existed.

In a letter to Macdonald, Freed defended himself for having 'written three temperate letters' after nearly two years of 'bitter and incessant attacks.' Freed's extreme defensiveness suggests exactly that element of upper class paternalism which the working class members resented. This paternalism was clear in his claim that he had been 'actuated by the earnest desire to be of service to the workingmen, to expose evils to which they are exposed, and to recommend legislation which may benefit them.' It would undoubtedly be far better to term Freed's report 'paternalist' than 'capitalist.' There is no doubt that Freed and Judge Armstrong were sincere in their attack on industrial abuses.¹²

Equally clear, however, is the conservatism of the Freed report's critique of industrial capitalism, particularly clear in the authors' concern with the morality of the new factory system and in their hierarchial social notions. The question of morals was the key issue in a libel suit brought against Judge Armstrong by the Hochelaga Cotton Company. In the course of Commission hearings, the judge had stated that the girls employed by the company were immoral. The company brought suit 'to vindicate the character of their employees, and at the same time to clear themselves of what they no doubt considered the implication that the alleged immorality of the girls is due to the conditions under which the company compels them to work.' The textile mill owners, supported in this case by their workers, felt the necessity to defend their new order against the outmoded, conservative attack of these paternalists. Unfortunately, the judge died before the case could come to trial.¹³

Hierarchial notions of social organization were demonstrated in the high-handed way in which the paternalists dealt with their working class commission colleagues. In March 1888 Heakes complained to Macdonald that:

The government will not regret having appointed workingmen on the commission, though there are some members of the commission who are evidently under the impression that the said workingmen are only a sort of stool pigeons, to be manipulated to suit their own sweet will, whether they be right or wrong.

Paternalists such as Freed and Judge Armstrong were taken aback by these articulate workers. Legislation to protect workers was

acceptable, but it must come from the top as a charitable gesture, not be forced by these vociferous social inferiors. The substance of the split in the commission, then, was the supremacy of class issues over 'partyism.' Despite the excellent party standing of almost all the participants, the paternalists and the workers were still unable to co-exist peacefully.¹⁴

The class nature of this split can be seen not only in the invectives of 1889 and the tensions in Windsor, Montreal, and Quebec City, but also in every session of the hearings. The *Toronto Globe* described this as a 'friction that has been noticeable at all their sittings.' Freed and Judge Armstrong were regularly hostile to labor reformers, especially single-taxers. On the other hand, John Armstrong constantly led vigorous assaults on capitalists who testified.¹⁵

The two reports of the Labor Commission share a superficial sameness. There is some evidence that a partial consensus had preceded the final split. Heakes wrote the *Toronto Mail*:

Before the remaining subjects could be dealt with Mr Freed coolly appropriated, as being the work of himself and his four friends, the work of the entire body — added a little to it, and then without giving the other commissioners an opportunity of seeing what was contained in their reports, came to a meeting of the commission to announce that a report had been presented to the government.¹⁶

Nevertheless, differences emerge in a close examination of the two reports.

The labor faction's report takes careful note that the Ontario and Quebec factory acts were in no way a sufficient substitute for federal legislation, since they were both 'largely inoperative,' and indicated that the same was true of sanitation laws. In contrast to Judge Armstrong's earlier comments about working class immorality, the workers' report asserts proudly that the moral character of the working class is 'as high as that of other classes.' In a far more muted fashion, the paternalist report also notes a lack of evidence of immorality connected with factories. The labor report is far more positive than the paternalists' in its treatment of unions and co-operatives. The paternalists note that labor organization is an asset to society, though only for very limited reasons: for fewer strikes, more moderation, and the general moral uplift of the

working class. Both reports favor the extension of education to working class children, but their analyses differ sharply: the paternalists recommend increased education for the development of a more highly skilled work force; the workers discuss the class-biased nature of the system which deprives their children of education.

The Toronto *Globe* suggested upon publication of the two reports that the labor report 'in all practical cases ... goes far beyond the first [paternalist] in the matter of detail and remedial expedients and it couches its opinions and demands in language that is not likely to be misunderstood.'¹⁷ These 'practical cases' include the abolition of ironclad agreements, restrictions on the importation of celluloid printer's plates from the United States, and a defence of the St John and Quebec City ship laborers. The split in the commission evidences a particular case of growing working class identity. The tension in the commission thus mirrors the conflict that was emerging in Canadian society at large, and which the Commission itself had been designed to ameliorate.

Not surprisingly, the actual recommendations of the two reports had little immediate political impact. Just how little is suggested by a letter from Freed to Macdonald in May 1889:

You are too busy a man, Sir John, to be able to read the report. Will you not, in justice to us, ask some trustworthy friend to read it ...

Legislation seems to have been the last thing that Freed expected.¹⁸

Even the parliamentary opposition took little interest in the report. After the revelations of child beating in Fortier's Montreal cigar factory, there were a number of inquiries about when the report would be ready; after that there were only questions about the cost of the commission. After the report was tabled in 1889, the Liberals began to pressure the government for action. On 23 April, Richard Cartwright again exploited the sensationalism of the Fortier scandal and requested legislation to deal with child labor. Thompson, the Minister of Justice, responded for the government and promised action in the next session after a careful reading of the report and testimony. The only trace of labor legislation in the next session, however, was the implementation of the commission's recommendation for a Bureau of Labor Statistics. This bill was of questionable merit: Chapleau, while introducing it, referred to it as

'very inoffensive, if not *ineffectual*,' and it was passed over the objections of organized labor.¹⁹

It was clear by 1891 that this Bureau of Labor Statistics would never be established. The opposition pressed the government to account for the delay but received only evasive answers. Late in August, the conservative government was asked if it intended to introduce any additional legislation based on the Labor Commission report. John Thompson responded that the legislation adopted in the last session would have to be implemented first. He added in an afterthought that perhaps the entire question would receive 'further consideration at a future session.' Nearly five years after the announcement of the commission and over two years after its report the government had still not enacted any of its recommendations.²⁰

In 1894, a Quebec MP, Lepine, noting the non-existence of a Bureau of Labor Statistics, observed that 'consideration of the report of the labor commission never tired the honorable law makers of this country.' John Thompson, still apologizing for the government, claimed that the establishment of such a bureau would do little to benefit the working class.

[T. Phillips Thompson, a leading Toronto Knight of Labor and editor of the *Labor Advocate*, bitterly condemned the legislative inaction:

Sir John A. fooled the Canadian workingman ... A commission was appointed and travelled all over the country examining witnesses and investigating local conditions but the sole result was a bulky report. None of the suggestions of the commission have been put on the statute books, and the money laid out on this expensive job was worse than wasted, in as much as it was made the means of giving a soft job to a few political heelers in return for their influence at elections.

In 1894, John Thompson introduced a bill to make Labor Day a holiday – the only recommendation of the Royal Commission that was ever implemented.²¹

Despite the sorry record of patronage, quarrelling, and inaction, the examination of witnesses and the investigation of local conditions of which Phillips Thompson spoke does provide us with an overview of industrial development in the late eighties. The

commission's tour included almost all important Canadian production centres. The investigations often provide a detailed analysis of specific local problems. These analyses are especially useful for their inclusion of both the capitalists' and the workers' perceptions. Good examples of this are the evidence from the Nova Scotia coal mines, from the New Brunswick cotton mills, from Ontario wood and textile mills, from the Quebec City docks, and from Montreal's cigar and tobacco industry. In all of these cases, both capitalists and workers describe not only the physical conditions of industrialization but also imply much about the ideology, habits, and customs – in short, the culture – that they brought with them to the industrial experience. The confrontation between pre-industrial and industrial modes of working and of living is one key issue in the development of a factory system. Resistance of skilled artisans to the incursions of the factory and the recalcitrance of agrarians when confronted with industrial discipline make the process of industrialization harsh and relentless. The men and women, fresh from Canadian farms and Old World fields, did not adjust easily to the new discipline of machines and factories. Female and child labor, long hours, horrible working conditions, and low wages were additional companions of Canadian industrialization.

The horrors were not universal. Many factory owners were legitimately concerned about their employees. For such owners, however, the press of competition severely limited the scope of their concern. Far more dependable in combatting the pressures of the new industrialism was the emergence of organized labor. After an initial surge of organization during the nine-hour movement of 1872, organized labor had been nearly devastated in the depression of the late seventies. Even in those years, though, there was significant working class activity, including a massive general strike on the Grand Trunk Railroad in January 1877, which prefigured the far more famous American railroad strikes of the following summer. In the prosperity of the early eighties, there was a rapid revival of labor organization. The British Amalgamateds, American Internationals, and especially the Knights of Labor all grew quickly. The re-establishment of a Toronto Trades and Labor Council in 1881, a wave of strikes in Toronto in April 1882, and the first Trades and Labor Congress meeting in 1883 were all symbolic of this new resurgence.²²]

The growth of the Knights of Labor in Canada was particularly phenomenal. There is some evidence that there may have been scattered and secret Knights' locals in Canada in the seventies, but the major organizational thrust came in the eighties. The order organized at least 306 locals in Canada between 1881 and 1890; the majority of these were in Ontario (222) and Quebec (58). In this decade the order organized 53 local assemblies in Toronto, 29 in Hamilton, and 36 in Montreal. In 1886, the Knights' peak year in Canada, there were 42 locals in Toronto, 29 in Montreal and 22 in Hamilton.²³ Perhaps more significant than even the size of the Knights was the ideological influence the order held over the early Canadian labor movement. The Knights of Labor effectively controlled the Trades and Labor Congress of Canada; they had an absolute majority of the delegates at most of its conventions between 1886 and 1894 and controlled the presidency from 1888 to 1892. Moreover, most of the prominent labor spokesmen throughout the country were members of the order: Alfred Jury, D.J. O'Donoghue, Phillips Thompson, A.W. Wright, William Keys, R.R. Elliott, J.M. Duval, and many others. In addition to controlling the TLC and possessing outstanding leaders, the Knights also published most of the early Canadian labor papers.

The Knights of Labor were originally organized on a non-craft basis. Unlike the American Federation of Labor which organized only skilled craftsmen, the Knights accepted all men and women, excluding from membership only lawyers, bankers, stockbrokers, and professional gamblers. The order defined itself in terms of an old, broad notion of 'the producing classes.' The order stood against 'the alarming development and aggressiveness of great capitalists and corporations' and instead offered a vision of a world where 'workers secured the full enjoyment of the wealth they create, sufficient leisure in which to develop their intellectual, moral, and social faculties; and all the benefits, recreation, and pleasures of association.' The Knights fought for co-operation, shorter hours, and arbitration. Various Canadian leaders of the Knights testified before the Labor Commission — included in this volume are Thomas Towers of Hamilton, R.L. Meek of Kingston, and A.W. Wright of Toronto.²⁴

The importance of the Knights of Labor in the development of the Canadian labor movement has never been fully appreciated.

Careful local studies in communities where the Knights were strong will add much to our knowledge of the order in Canada. Community studies will also explain the interaction between rank and file laborites and their leaders and between trade unions and local assemblies of the Knights. Moreover, it will enable us to view labor in a community perspective: to understand which workers organized, how these workers interacted with the unorganized, and what role the working class played in the local power structure. The Labor Commission offers us one road into this workers' world.

In seven months of hearings, the Labor Commission examined almost 1800 witnesses. In addition to the volume of reports, the evidence fills five volumes totalling almost 5000 pages. Abridging this material to one volume has required severe editing. The present condensation contains between five and eight per cent of the original.

In selecting material for inclusion, I have tried to focus on the process of industrialization, giving most consideration to materials describing factory production. There are also, however, many descriptions of both the extractive industries and of artisanal production in the regions and areas where these forms prevailed. I have attempted to provide some geographic balance in the material from the four provinces where testimony was taken. The selection is intended to demonstrate the major economic interests of the various regions. In addition, an attempt has been made to select data representing each of the occupations and trades that testified, although this has not been possible in all cases.

Much interesting but peripheral material could not be included; for example, the original evidence contains much testimony on education and social welfare, which does not appear here. In the internal editing of testimony, I have deleted mainly repetitions and superfluous information. My major priority in editing has been to allow as many Canadian workers and employers as possible to describe their problems.

Canadian historians have as yet told us little about the total process of industrialization. The material of the Royal Commission is important therefore if Canadian history is to advance beyond the limited perspectives of much recent literature, particularly what passes for labor or working class history. Most Canadian writing about workers stems from two reductionist schools: the institutional

and the political. The institutional school was largely inspired by the Wisconsin approach to American labor history. John Commons and his associates in Madison produced a massive body of material on trade unionism in the United States. In Canada, Harold Logan and Eugene Forsey probably best exemplify this type of writing. By concentrating almost exclusively on the details of trade union organization, their work tells us little about the vast majority of unorganized Canadian workers. Simultaneously, it distorts the totality of even the organized workers' life by wrenching the organizational aspect out of any cultural context. We learn much about trade unions but very little about workers, and even less about the worker's role in the larger society.²⁵

The political school includes two variants. The first focuses on workers and their relation to third-party politics in Canada. Often written by social democrats this group includes the work of Gad Horowitz and Martin Robin. The second is the important work of authors close to the Canadian communist party, especially William Bennett and Charles Lipton.²⁶ Both approaches deal almost solely with the politics of the working class. Political activity, however, is only one expression of working class life. In seizing upon the workers' politics with no sensitivity for the richness and complexities of working class culture, these writers can only present puzzling and one-dimensional visions of Canadian workers. In addition, the second group of writers possess an almost uncritical admiration for militancy, which tends to make proletarian history peculiarly fragmented. To dwell only on periods of major strike activity often conceals important continuities in working class history.

The Labor Commission and similar materials allow us to begin to develop an appreciation of the Canadian working classes which goes beyond this existing patchwork history of trade unions, labor politics, and strikes. These documents provide insight into the worker's real, whole world and permit a much fuller examination of the roots of trade union militancy and political radicalism. The actions of the working class derive from a culture established over time. The men and women who became the Canadian working class possessed a culture which, under the onslaught of industrialism, provided the basis for their increasingly powerful resistance to the kind of Canada their employers wanted to create. The contents of

this book are an entry into one of the new dimensions of Canadian social history: the recreation of the everyday world of capital and labor during industrialization.

NOTES

- 1 Bernard Ostry, 'Conservatives, Liberals, and Labour in the 1880s,' *Canadian Journal of Economics and Political Science*, xxvii (May 1961), 152
- 2 Macdonald Papers, Public Archives of Canada (henceforth PAC). Thompson to Macdonald, 3 July 1886, 124798-124800; Thompson Papers, PAC, Armstrong to Walsh, 17 May 1888, 3158-61 and Walsh to Thompson, 27 May 1888, 2175-3177
- 3 Macdonald Papers, PAC, Clarke to Macdonald, 21 Sept. 1886, 210304-11
- 4 *Ibid.*, Witton to Macdonald, 23 Nov. 1886, 10996, Caron to Chapleau, 7 Dec. 1886, 10926-7, and Victor Chan, 'The Knights of Labor in Canada,' unpublished MA thesis (McGill 1948), 141
- 5 Hamilton, *Palladium of Labour*, 11 Dec. 1886
- 6 *Ibid.*, Guppy to Carling, 7 Dec. 1886, 10926-7; 13 Sept. 1886, 10930-1; Mackintosh to Macdonald, 5 June 1887, 10945; Teague to Carling, 21 July 1887, 10937; 23 Oct. 1887, 10939; La Cercle LaFontaine to Macdonald, 3 Nov. 1887, 10943. Regarding McLean, see *ibid.*, Carling to Macdonald, 1 July 1887, 10920-2.
- 7 *Ibid.*, Langevin to Macdonald, 2 Jan. 1887, 10891; Tellier to Chapleau, 21 Dec. 1886, 10900-3; Chapleau to Macdonald, 24 Jan. 1886, 10898
- 8 *Ibid.*, Hamilton Central Labor Union to Macdonald, 12 Jan. 1887, 213580, and Clarke to Macdonald, Toronto, 19 Oct. 1886, 211066-9
- 9 *Ibid.*, Macdonald to Scarth, Ottawa, 26 Jan. 1888, LB.v.24, 385
- 10 *Ibid.*, Freed to Macdonald, 20 May 1889, 149560-6 and memo, 145970-1. Also memo from Freed, 226848-50
- 11 Thompson Papers, PAC, Armstrong to Walsh, 17 May 1888, 3158-61 and Walsh to Thompson, 27 May 1888, 3175-7
- 12 *Toronto Mail*, 17 April 1889, 20 Apr. 1889, 3 May 1889, and 17 May 1889. See also Macdonald Papers, PAC, Freed to Macdonald, 20 May 1889, 149560-6.

- 13 *Canadian Labor Reformer* as quoted in *The Canadian Journal of Fabrics*, v (Apr. 1888), 126. My thanks to Michael Bliss of the University of Toronto for drawing my attention to this case
- 14 Macdonald Papers, PAC, Heakes to Small, Quebec, 10 Mar. 1888, 226843-6
- 15 *Toronto Globe*, 28 Feb. 1889
- 16 Both sides seem agreed on this at least. See Macdonald Papers, PAC, Freed to Macdonald, 20 May 1889, 149560-6 and *Toronto Mail*, 10 May 1889.
- 17 *Toronto Globe*, 17 Apr. 1889
- 18 Macdonald Papers, PAC, Freed to Macdonald, 20 May 1885, 149560-6
- 19 Canada, House of Commons, *Debates*, 8 Mar. 1888, 98 (i); 15 Mar. 1888, 171 (i); 28 Mar. 1888, 454 (i); 16 May 1888, 1468 (ii); 22 Apr. 1889, 1422 (ii); 23 Apr. 1889, 1497 (ii); 27 Apr. 1889, 1614 (ii). For 1890 see 21 Apr., 3661; 8 May, 4590; 5 May, 4398ff.; 13 May, 4835ff. For the Chapleau quote, 1890, p. 4398 and for labor's objections see 1890, pp. 3841-2. See also 16 Apr. 1889, 1285 (ii).
- 20 *Ibid.*, 14 May 1891, 201-2; 10 Aug. 1891, 3615, 31 Aug. 1891, 4674
- 21 *Toronto Labor Advocate*, 6 Mar. 1891, 108 and for Labor Day see Canada, House of Commons, *Debates*, 7 May 1894, 2410; 19 June 1894, Bill #106.
- 22 Eugene Forsey, 'Insights into Labour History in Canada,' *Industrial Relations*, 20, #3, 445-65 provides a good overview. See also Charles Lipton, *The Trade Union Movement of Canada, 1827-1959* (Montreal: Canadian Social Publications 1967), and Harold Logan, *Trade Unions in Canada* (Toronto: Macmillan 1948).
- 23 This statistical data is taken from a study by Jon Garlock, Nick Builder, and Greg Kealey now under way at the University of Rochester. When completed, this study will have located most of the local assemblies of the Knights of Labor, which by 1890 had organized approximately 11,000 locals in the preceding twenty years. See also Eugene Forsey, 'The Telegraphers' Strike of 1883,' *Transactions of the Royal Society of Canada*, ser. IV, vol. IX (1971), 245-59.
- 24 *Adelphon Kruptos: The Full, Illustrated Ritual including the Unwritten Work* (Chicago: Ezra A. Cook 1886), 7-9. See also Victor Chan, *The Knights of Labor in Canada*, *op. cit.*, and Douglas

Kennedy, *The Knights of Labor in Canada* (London, Ont.: University of Western Ontario 1956).

- 25 This and the following discussion owe much to the work of Herbert G. Gutman. See especially his 'Culture, Work, Conflict and Discontinuity in American Working-Class History: The Recurrent Tension Between Pre-Industrial Cultures and Industrial Society, 1815-1920,' *Amercian Historical Review* (forthcoming 1973). For organizational history see Harold Logan, *Trade Unions in Canada*, *op. cit.*
- 26 Gad Horowitz, *Canadian Labour in Politics* (Toronto: University of Toronto Press 1968); Martin Robin, *Radical Politics and Canadian Labour, 1880-1930* (Kingston, Ont.: Industrial Relations Centre, Queen's University 1968); William Bennett, *Builders of British Columbia* (Vancouver 1937); Charles Lipton, *The Trade Union Movement of Canada, 1827-1959*, *op. cit.*

ACKNOWLEDGEMENTS

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G.S.K.

27 August 1972

1 REPORTS OF THE ROYAL COMMISSION ON
THE RELATIONS OF LABOR AND CAPITAL, 1889

Commission Appointing Hon. James Armstrong, Q.C., C.M.G., et al., Members of a Royal Commission to Enquire into and Report on the Subject of Labor, and for other Purposes. Dated 9th December, 1886. Recorded 20th December, 1886. L.A. Catellier, Deputy Registrar General of Canada.

LANSDOWNE.

VICTORIA, by the Grace of God, of the United Kingdom of Great Britain and Ireland, QUEEN, Defender of the Faith, &c., &c., &c.

To all to whom these Presents shall come, or whom the same may in any wise concern:

GREETING:

WHEREAS, His Excellency the Governor General of Canada in Council has recommended that a Royal Commission shall be issued for the purpose of enquiring into and reporting upon the subject of Labor, its relation to Capital, the hours of labor, and the earnings of laboring men and women, and the means of promoting their material, social, intellectual and moral prosperity, and of improving and developing the productive industries of the Dominion so as to advance and improve the trade and commerce of Canada; also, of enquiring into and reporting on the practical operations of Courts of Arbitration and Conciliation in the settlement of disputes between employers and employés, and on the best mode of settling such disputes; also, of enquiring into and reporting on the expediency of placing all such matters as are to form the subjects of such enquiry under the administration of one of the Ministers of the Crown:

AND WHEREAS we deem it expedient in the interest of and as connected with the good government of Canada to cause such enquiry to be made;

NOW KNOW YE, that We, by and with the advice of Our Privy Council for Canada, do, by these Presents, nominate, constitute and appoint the Honorable James Armstrong, of the City of Ottawa, in

NOTE: Hon. James Armstrong who had been appointed Chairman of the Commission, died at Sorel on the 23rd day of November, 1888. Mr. A.T. Freed was subsequently appointed Chariman *vice* Hon. James Armstrong.

the Province of Ontario, Q.C., C.M.G., late Chief Justice of the Island of Saint Lucia; Augustus Toplady Freed, of the City of Hamilton, in the Province of Ontario, Publisher; John Armstrong, of the City of Toronto, in the Province of Ontario, Printer; Samuel R. Heakes, of the said City of Toronto, Boat-builder; Jules Helbronner, of the City of Montreal, in the Province of Quebec, Journalist; Michael Walsh, of the City of Halifax, in the Province of Nova Scotia, Carpenter; James Alfred Clark, of the Town of Carleton, in the Province of New Brunswick, Builder; together with such other gentlemen as may be added by order of His Excellency, our said Governor General in Council, Commissioners to make enquiry into all the facts connected with or having any bearing upon the subjects above indicated.

AND WE DO HEREBY, under the authority of an Act of the Parliament of Canada, passed in the thirty-first year of Our Reign, chaptered thirty-eight, and intituled 'An Act Respecting Enquiries Concerning Public Matters,' confer upon the said Commissioners the power of summoning before them any party or witnesses, and of requiring him or them to give evidence on oath, orally or in writing (or on solemn affirmation, if they be parties entitled to affirm in civil matters), and to produce such documents and things as such Commissioners deem requisite to the full investigation of the matters into which they are appointed to examine.

AND WE do order and direct, that the said Commissioners do report to Our said Governor General in Council, from time to time, or in one report, as they may think fit, the result of their enquiries. ...

At Our Government House, in Our City of Ottawa, this ninth day of December, in the year of Our Lord one thousand eight hundred and eighty-six, and in the fiftieth year of Our Reign.

By Command,

GEO. W. BURBIDGE,
Deputy of the Minister of Justice,
Canada

G. POWELL,
Under Secretary of State

At subsequent dates Commissions were issued to William A. Gibson, of Ottawa, Blacksmith; Urias Carson, of Ottawa, Cabinet-maker; Patrick Kerwin, of the City of Quebec, Machinist; Louis Côté, of St. Hyacinthe, Manufacturer; Hugh A. McLean, of London, Ont., Printer; John Kelly, of Portland, New Brunswick, Manufacturer; William Haggarty, of Sydney Mines, Teacher; Guillaume Boivin, of Montreal, Manufacturer.

The following circular was issued by the Commission:

ROYAL LABOR COMMISSION

OTTAWA, 16th November, 1887

The Royal Commission appointed for the purpose of making enquiries into all subjects connected with labor and its relations to capital will hold meetings from time to time (as may be announced) at various centres of industry.

The Commission will be glad to hear any evidence that may be offered bearing on the subject of labor, its relation to capital, the hours of labor, the earnings of laboring men and women, methods of arbitration for the settlement of disputes between employers and employés, and generally any means that may be advanced for promoting the material, social, moral and intellectual prosperity of the working classes.

For the purpose of giving a better idea of what subjects are considered pertinent to these enquiries the following general heads are given, viz.:

- Factory laws
- Laws regarding machinery
- Lien law and garnishment of wages
- Proportionate profits of capital and labor
- Cheapening of production by use of machinery
- Has the use of machinery lowered wages?
- Profit-sharing
- Iron-clad contracts
- Conspiracy laws and black-lists
- Masters and servants Acts
- Child labor
- Female labor
- Employers' liability
- Truck system
- Foreign contract labor
- Land and other rents
- Weekly payments and pay days
- The apprentice system
- Hours of labor and rates of wages

Purchasing power of wages

Wages in Canada as compared with those in Great Britain and the United States

Arbitration

Effects arising from organized labor upon the working classes

Strikes and their results

Labor combinations

Difference between manufacturers' prices and cost to consumers; and is this difference greater or less in the case of imported articles as compared with articles of home production?

Trusts

Workingmen's co-operative benefit societies

Execution of judgments

Fining of employés

Sunday labor

Industrial schools

Tenement houses and workingmen's dwellings

Building societies

Immigration

Sanitary arrangements of factories, workshops and workingmen's dwellings

Co-operation in production and distribution

Bureaus of labor statistics

Convict labor

Savings of the working classes, and their investments

Although it is believed that these subjects will fairly cover the field of investigation, it must be distinctly understood that evidence may be taken on any other subject, not here enumerated, that may be deemed to come within the scope of these enquiries.

Special enquiry will also be made into the condition of persons employed in the agricultural, mining, lumbering and fishing industries.

A.H. BLACKEBY,
Secretary

FIRST REPORT OF THE ROYAL LABOR COMMISSION

Freed Report

To His Excellency the Right Honorable Sir Frederick Arthur Stanley, Baron Stanley of Preston, in the County of Lancaster, in the Peerage of Great Britain, Knight Grand Cross of the Most Honorable Order of the Bath, Governor General of Canada, and Vice-Admiral of the same:

Your Commissioners, appointed 'for the purpose of enquiring into and reporting on the subject of labor, its relation to capital, the hours of labor, and the earnings of laboring men and women, and the means of promoting their material, social, intellectual and moral prosperity, and of improving and developing the productive industries of the Dominion, so as to advance and improve the trade and commerce of Canada; also of enquiring into and reporting on the practical operation of courts of arbitration and conciliation in the settlement of disputes between employers and employés, and on the best mode of settling such disputes; also, of enquiring into and reporting on the expediency of placing such matters as are to form the subject of such inquiry under the administration of one of the Ministers of the Crown,' beg leave to submit their report.

WORK OF COMMISSION

The Commission visited and took testimony in the following places: In Ontario — Toronto, Windsor, Chatham, St. Thomas, London, Petrolia, Hamilton, St. Catharines, Kingston, Cornwall and Ottawa. In Quebec — Montreal, Quebec, Lévis, Sherbrooke, Capelton, St. Hyacinthe and Hull. In New Brunswick — St. John, Moncton, Chatham, Newcastle, Fredericton, Marysville, St. Stephen and St. George. In Nova Scotia — Halifax, Dartmouth, Londonderry, Spring Hill, Amherst, Stellarton, New Glasgow, Sidney Mines, Glace Bay and Bridgeport. About eighteen hundred witnesses were examined, including a considerable number from towns not visited by the Commission, and from agricultural districts. The testimony taken is hereto appended.

FEDERAL AND PROVINCIAL JURISDICTION

By the British North America Act the Provincial Legislatures are given exclusive power to make laws affecting property and civil

rights. Your Commissioners cannot venture to determine where, in legislation affecting labor and capital, the authority of the Dominion Parliament ends and that of the Provincial Legislatures begins. They are conscious that it is neither their duty nor their privilege to make specific recommendations to authorities by whom they were not appointed and to whom they are not answerable. But they have felt that if they should be over-nice in doubtful cases they would pass over some matters of great importance. They have, therefore, felt themselves at liberty to direct attention to all the chief evils which were exposed by the testimony, and to ask for their removal, without presuming to determine what authority is responsible for those evils or possesses the power to correct them.

FEAR OF EMPLOYERS

It is to be regretted that a number of witnesses refused to permit the publication of their names, fearing dismissal or other mark of disapprobation on the part of their employers. If that fear was well founded it is greatly to the discredit of those exercising such petty tyranny. In most cases, however, employers were quite willing that their hands should testify, and not a few actively interested themselves in the investigation. ...

BETTER CONDITION OF WORKINGMEN

The testimony taken sustains a belief that wages in Canada are generally higher than at any previous time, while hours of labor have been somewhat reduced. At the same time, the necessities and ordinary comforts of life are lower in price than ever before, so that the material condition of the working people who exercise reasonable prudence and economy has been greatly bettered, especially during the past ten years.

RENTS

The most marked exception to the rule of lower prices for the necessities of life is in house rents. These have advanced in all the large cities, and that to such an extent that a serious burden has been added to those borne by people struggling for a living. In one or two places co-operative savings associations have been formed, to enable persons in comparatively humble circumstances to acquire homes. It is believed that the principle might be greatly extended, in such a manner that weekly or monthly payments, not materially greater

than present payments for rent, would in a few years purchase homes, by means of terminable life insurance policies. This should be a purely business affair, though it is probable that benevolent legislation, in the direction indicated, might materially aid working people, without making them objects of charity.

MUNICIPAL TAXATION

In some cities, if not in all, the houses of the comparatively poor are, in proportion to their value, more highly taxed for municipal purposes than those of wealthy people. This is unjust. The poor man is justified in asking that he be no more highly taxed in proportion to his means than his more fortunate neighbor. The practice — happily not common — of leasing land for others to build upon was subject of complaint in Toronto and Hull, and appears to be productive of no little injustice.

LANDLORDS' PREFERENCE

It is believed that in the collection of rents landlords should have no preference over other creditors, and that as many articles of household use as are necessary to comfort should be exempt from seizure to satisfy any debt.

SANITARY ARRANGEMENTS

In many places no effectual means are taken to secure proper sanitary conditions in workingmen's dwellings. Testimony supports a belief that these houses yield to the owners a much larger revenue than houses of a better class, and certainly landlords can afford to make them safely habitable. In any case, the letting as a dwelling of a house in bad sanitary condition should be forbidden by law. Frequent inspection should be made, and some competent authority should order alterations or repairs when necessary to health. If the hours of labor be shortened workingmen will be able to seek homes in the suburbs of towns, where they will have the benefit of lower rents and will secure better sanitary conditions. Means for rapid and cheap transit are now being introduced, which will relieve congested industrial centres of their surplus population, to the great benefit of the working classes.

SHORTER HOURS

The use of machinery and of improved means of transport have enormously facilitated the production and distribution of

manufactured goods and natural products. The wealthy classes have by these means secured more luxuries, the laboring classes more necessities and comforts, and somewhat shorter hours of labor. Your Commissioners believe the ordinary working day may be still further reduced with advantage to workmen and without injury or injustice to employers. They recommend that the employment in stores and factories of women and children for more than ten hours in one day or more than fifty-four hours in one week be forbidden by law; and that all Government contracts stipulate that the daily hours of labor under them shall not exceed nine.

MASTERS AND SERVANTS ACTS

The man who sells labor should, in selling it, be on an equality with the man who buys it; and each party to a labor contract should be subject to the same penalty for violation of it. No greater or different punishment should be imposed upon the workman, or even upon the apprentice, who quits his employment without notice than upon the employer who summarily dismisses an employé. Your Commissioners believe some existing provisions of Masters and Servants Acts not to be in accord with the liberal spirit of the present age; and they believe that justice would be secured by the abolition of such Acts, leaving only civil remedies to be sought for the breach of civil contracts.

MORALS

The testimony does not sustain a belief that serious immorality exists in Canadian factories in which operatives of both sexes are employed. The proper enforcement of existing Factory Acts will remove the chief existing causes of complaint.

LABOR ORGANIZATIONS

Labor organizations are necessary to enable workingmen to deal on equal terms with their employers. They encourage their members to study and discuss matters affecting their interests and to devise means for the betterment of their class. It is gratifying to be assured by many competent witnesses that labor bodies discourage strikes and other disturbances of industry, favor conciliation and arbitration for the settlement of disputes, and adopt conservative and legitimate methods for promoting the welfare of the producing members of society. It is in evidence that most labor bodies strive effectively to

promote temperance throughout the country, and especially among their members.

CO-OPERATION

Little evidence was found of co-operation in industry or trade, and none at all of participation in profits by workingmen, though both systems exist in other countries and have been attended with satisfactory results. It is recommended that the Labor Bureau, if established, publish from time to time such information respecting co-operation and profit sharing as may be obtainable.

SAILING VESSELS ON THE LAKES

It is in evidence that sailing vessels navigating inland waters frequently undertake voyages under circumstances which imperil the lives of the crews. It is earnestly recommended that the State provide by legislation for proper inspection of all vessels on the lakes and rivers of Canada; and further, that such vessels be not permitted to leave port unless found seaworthy, sufficiently manned with competent sailors, provided with life-saving appliances, furnished with suitable accommodation and necessary supplies for all on board, and not overloaded.

RAILWAY ACCIDENTS

Serious complaints have been made respecting the dangers to which railway hands are exposed. Your Commissioners are of opinion that the attention of Legislators should be given to this matter, especially with a view to enquiry whether running-boards on freight cars should not be widened, whether rails or guards may not be placed upon such cars, whether improved couplers may not be introduced, whether the air-brake may not be attached to all freight cars, and whether the buffers or dead-woods now used on some cars may not be made less dangerous. It is believed, also, that if railway employes were paid more frequently than once in each month, the advantage to the men would greatly outweigh the expense to the companies.

FISHERIES

Our fisheries are among the most important of Canadian industries. Benevolent governmental and legislative care and the judicious

distribution of bounties have greatly fostered them. Testimony supports a belief that in several places the fisheries are injured by improper methods.

MINING IN NOVA SCOTIA

Much interesting and valuable testimony was taken in the mining regions of Nova Scotia. The chief complaints made by miners were that wages were not paid with sufficient frequency, that deductions from their wages for the support of schools were too high, that in some places they felt themselves compelled to deal at company stores, and (in Cape Breton) that the enforced stoppage of work in winter, owing to the closing of ports by ice, very seriously reduced their earnings. It was believed by some witnesses that if the railway to Louisbourg were restored sale would be found for coal during the winter months, and that mines could be operated throughout the year.

CERTIFICATED ENGINEERS

There is serious danger in permitting unskilled men to control large steam engines and boilers. It is recommended that strict examination be made and certificates be issued to properly qualified persons, and that none who do not hold such certificates be permitted to remain in charge of engines exceeding a certain power, to be fixed by law, or of boilers used for heating factories or other large buildings. It is also recommended that frequent inspection of boilers be made by competent officials.

EMPLOYMENT OF CHILDREN

In some parts of the Dominion the employment of children of very tender years is still permitted. This injures the health, stunts the growth and prevents the proper education of such children, so that they cannot become healthy men and women or intelligent citizens. It is believed that the regular employment in mills, factories and mines of children less than fourteen years of age should be strictly forbidden. Further, your Commissioners think that young persons should not be required to work during the night at any time, nor before seven o'clock in the morning during the months of December, January, February and March.

CHILD-BEATING

The darkest pages in the testimony which follows are those recording the beating and imprisonment of children employed in factories. Your Commissioners earnestly hope that these barbarous practices may be removed, and such treatment made a penal offence, so that Canadians may no longer rest under the reproach that the lash and the dungeon are accompaniments of manufacturing industry in the Dominion.

FINING

The system of fining employés, which prevails in some factories, is unjust, and is sometimes made an instrument of petty tyranny by foremen. The laws should secure to every operative the full sum his employer has agreed to pay him. The proprietor has at command ample means to enforce discipline and secure good workmanship without depriving his hands of any part of the wages lawfully due.

INSPECTION OF FACTORIES

Frequent and thorough inspection of factories should be made, and stringent laws should imperatively require safety and proper sanitary conditions in the buildings, protection of the machinery against accidents, and ample means for escape in case of fire. Female inspectors should visit factories in which females are employed, in order that enquiries may be made which men cannot properly make of women. Where considerable numbers of women and children are employed their immediate supervision should, where it is possible, be entrusted to women. Both employers and employés desire that the main provisions of Factory Acts be similar in all the Provinces. That this agreement is quite feasible is evident from the fact that at the time the Commission visited Ontario and Quebec the laws on the Statute Books of those Provinces were almost identical. Inspectors should not be entrusted with the enforcement of the Acts, but should report frequently — say weekly — to their official superiors, who should take action when necessary. Reports of inspectors should be promptly published. There will be no injustice in this, since the man who violates the law must not complain if the fact be made known; and fear of publicity will generally secure compliance with proper legal requirements. In some foreign countries workingmen have been greatly benefited by provisions in Factory Acts requiring the regular

inspection of temporary structures and appliances, such as scaffolds and derricks, and also of chains, tackle and other gear used in loading and unloading vessels. Your Commissioners recommend the adoption of such requirements in Canadian Acts. Many employers, as well as employés, asked that the Factory Acts be applied to stores and to small shops in which less than twenty persons are employed. Your Commissioners believe that if these requests be granted the sanitary conditions of these places will be improved, and the evils of the sweating process will be diminished, if not wholly removed.

SUMMARY SUITS FOR WAGES

Testimony received leads your Commissioners to think that artisans, laborers, domestic servants, and others, should have power to obtain from magistrates or county courts summary judgment for wages due. If courts corresponding to the *Conseils des Prud'hommes*, of France, be established, they might be given jurisdiction in such cases. In cases of bankruptcy wages should have preference over all other claims, and, where practicable, workingmen's wages should constitute a lien upon the products of their labor. This could not be done in cases of articles of ordinary merchandise, since sales could not be effected if any legal claim were to follow the goods; but it should apply to public works, to buildings, and even to saw-logs and timber.

COURTS OF ARBITRATION

Strikes and lock-outs are the most expensive and the most irritating means for settling disputes between employers and employed. Courts of arbitration, conciliation and the settlement of minor differences, have proved successful in other countries, and it cannot be doubted that they would be of great advantage to workingmen and to employers of labor in Canada.

LABOR DAY

Your Commissioners recommend that one day in each year be set apart by proclamation, to be observed throughout the Dominion as a statutory holiday, and that it be known as Labor Day.

TECHNICAL EDUCATION

Admirable systems of primary and of advanced instruction have been established in the several Provinces, by means of which the

youth of Canada have educational advantages not surpassed in the world. Your Commissioners believe that these systems would be improved, and that great benefit would result, if technical knowledge were imparted in the common schools, in special schools or classes, or in colleges of technology.

APPRENTICE SYSTEM

The apprentice system is almost a thing of the past. The factory system, the introduction of machinery and the division of labor have nearly put an end to it. In some trades apprentices are still taken. Instruction in technical schools is calculated to replace the old system to some extent. The Government might, as prizes for proficiency in technical schools, send a limited number of young men to foreign schools, where they would acquire knowledge of value to Canadian manufacturers, and would fit themselves to be teachers in like schools at home.

PATENT LAWS

Your Commissioners believe the patent laws of the Dominion and the practice in the Patent Bureau to be susceptible of material improvement.

IMMIGRATION

While the immigration of farmers and farm laborers will greatly benefit the country, it is believed that in the future money assistance to immigrants of every class may be properly withheld. Further, the sending to Canada of inmates of poorhouses and reformatories should be prohibited. Strict medical examination should be made at ports of landing and persons likely to become objects of charity and those having incurable diseases should be forbidden to land, and that importations of foreign workmen under contract be not permitted.

EXTENSION OF TRADE RELATIONS

Your Commissioners think the Government may, with advantage, cause enquiries to be made, with a view to learn in what countries it is possible to sell Canadian products; also, that some system may be devised of accrediting Canadian commercial agents in foreign countries, yet so as not to involve governmental responsibility. Further, they suggest that enquiry be made whether encouragement

may not be extended to the home production of some manufactured goods as well as raw materials now imported.

EMPLOYERS' LIABILITY

Within certain limits employers are now required to compensate workmen injured while in the discharge of their duties, or their heirs in case of death. Your Commissioners think the compensation should be recoverable even in cases where negligence on the part of the employer or his agents, or defect in machinery, has not caused the accident. The owners of machinery benefit by its use and should be primarily responsible for accidents caused by it. If all be placed on an equal footing no injustice will be done to manufacturers, since they will add to the price of their wares a sum sufficient to insure employés; and this extra charge for insurance should be considered when fixing the protection against foreign competition which manufacturers ought to enjoy.

INSURANCE AGAINST ACCIDENT

It is possible still further to assure workingmen by means of a governmental system of payment to the heirs of persons killed by accident, and your Commissioners recommend the establishment of such a system. They further suggest that the Government invite tenders from insurance companies, now existing or to be established, for securing payments during disability to persons sustaining accidental injuries.

ANNUITY SYSTEM

Encouragement to working people to deposit their surplus earnings in the Post Office and Government Savings Banks has been productive of incalculable good. It is believed that still greater good would be accomplished were Parliament to create an annuity system, under which working people and others might make provision for old age by periodical or occasional payments of small sums. Such system has been found practicable in France; there is no reasonable doubt that it would be quite as practicable here. It would remove from many the fear of dependence upon relatives or upon charity in their declining years, and it could be managed without expense to the Government.

PROMPT AND FREQUENT PAYMENTS OF WAGES

Justice demands that the workingman be paid for his labor at frequent intervals, in cash and in full. He should not be required at

any time or under any circumstances to accept pay in goods, and it is believed that if he were paid frequently and promptly he would seldom be compelled to seek advances or ask credit. The truck system of payment, which happily has but little foothold in Canada, should be prohibited.

CURRENCY OF EMPLOYERS OBJECTED TO

Believing that only the Government and the chartered banks should be permitted to create money, your Commissioners recommend that the issue by any other persons or bodies of scrip, notes, tokens, or other promises to pay, or evidences of indebtedness intended to be used as currency, be forbidden by law.

COLLECTING SMALL DEBTS

The charges for collecting small debts sometimes press heavily upon workingmen. One witness testified that in Montreal it would be possible to seize every week for a small debt half the wages of a man earning \$7, and that the costs would exceed the sum realized, so that the debt would actually be increased instead of being gradually extinguished. Though there is no evidence that this possibility has ever been converted into a fact, more than one witness has testified to a very small debt growing to a formidable sum by the addition of costs. One witness owed \$22.50 for three months' rent. Furniture for which he had paid \$165 was seized and sold, and after the sale the debt was greater, by reason of costs, than the original sum. Six years later this man's wages were seized, and he paid 50 cents a week for two years before he was wholly relieved from the obligation. Still another witness told the pitiful story of an unfortunate who owed a grocer \$4, which, by the addition of costs, grew to \$15. His wages were seized while his wife lay ill, and in his despair the poor man took his own life. Your Commissioners believe that law costs for the collection of small debts should be reduced to the lowest possible sum, and that the garnishment of wages should be forbidden.

CONVICT LABOR

Witnesses examined respecting the treatment of convicts are of opinion that these unfortunate persons should be regularly and steadily employed at productive industry. There is serious complaint that goods made in prisons are sold in competition with the products

of free labor, at less prices, and that in consequence wages are lowered, mechanics deprived of employment, and industry disturbed. The system of letting the services of prisoners to contractors appears to be vicious in itself, and unprofitable to the State, while it interferes with the reformation of the criminal. It is recommended that prisoners be employed in making articles for Government use; and that if any goods be manufactured for sale they be such as are not produced by other workingmen in Canada, or that they be wholly sold in foreign markets.

DRINKING HABITS

Many witnesses complained of the temptations to use intoxicating liquors to which workingmen are exposed. In Cape Breton miners and managers of mines joined in recommending that the sale of liquor within three or five miles of any mine should be prohibited, and some favored total prohibition. A witness in Montreal deplored the fact that so many drinking-houses exist on the routes followed by workingmen in going to and from their work. In other Provinces similar testimony was given. The interests of temperance would be served if, in all the Provinces, bar-rooms were required to be closed during the whole of every election day. It is also possible to greatly reduce the number of drinking places by requiring a certain distance to exist between any two, and that the number of licenses be based upon population.

ELECTION DAY

Since the great majority of workingmen are voters, it is important that they be not deprived of opportunity to exercise their electoral privileges. The law of Ontario provides that they may, on election days, have a lengthened intermission at noon in which to cast their ballots. Your Commissioners believe such provision should be made in the other Provinces.

CREDIT SYSTEM

The credit system is almost always detrimental to the workingman, and any legislation which restricts it will do good. Testimony shows that articles paid for by instalments are sold at extortionate prices, and that frequently, when a purchaser fails to meet a payment, the articles are taken back and all payments upon them are lost. It is

recommended that after a certain percentage of the purchase money is paid the law shall hold the sale to be completed; and that if suit be brought to recover the balance judgment shall be given only for the sum required to make up the fair merchantable value of the goods when delivered.

LABOR BUREAU RECOMMENDED

Your Commissioners are firmly persuaded that the interests of working people will be promoted if all matters relating to labor and capital be placed under the administration of one of the Ministers of the Crown, so that a Labor Bureau may be established, statistics collected, information disseminated, and working people find readier means of making their needs and their desires known to the Government.

The signed papers hereto annexed are, for the most part, based upon testimony taken by the Commission, but in less part on information otherwise acquired. They have been carefully considered, and their main conclusions are approved by all the subscribers hereto.

BRITISH COLUMBIA WORKMEN

A series of resolutions adopted at a meeting of workingmen at Victoria, British Columbia, is printed as an appendix hereto.

DISPUTES BETWEEN EMPLOYERS AND EMPLOYED

Your Commissioners have not felt themselves at liberty to refer, in this report, to the many cases of dispute between employers and employed which were brought to their notice. In most instances these were of a private rather than of a public nature, and the great majority of them have now been adjusted. For example, the long standing differences between the merchants and the ship-laborers of Quebec have been amicably arranged by concessions honorable to both parties.

DISTRIBUTING THE REPORT

It is recommended that a copy of this report be sent to each of the chief labor organizations in Canada.

DEATH OF JUDGE ARMSTRONG

In closing their report your Commissioners have the sad duty of expressing their profound sorrow at the sudden death of their

former Chairman, the Honorable James Armstrong, C.M.G., which took place at Sorel, on the 23rd of November last. A sincere christian, an earnest patriot, an able jurist, an upright and honorable man, faithful to his convictions and punctilious in his devotion to duty, his death is lamented as an irreparable loss to the Commission and a personal grief to its members.

All of which is respectfully submitted.

(Signed)

A.T. FREED,
Chairman

JULES HELBRONNER

J. ALFRED CLARK

MICHAEL WALSH

G. BOIVIN

Ottawa, 23rd February, 1889

APPENDICES TO FREED REPORT

APPENDIX E

CHILD AND FEMALE LABOR

At the time the Commission visited Ontario the law of that Province provided that boys under twelve and girls under fourteen years of age should not be employed in factories, and the Education Act of the same Province provided that children between the ages of seven and thirteen must attend school at least one hundred days in each year. In Quebec the Factory Act is substantially identical with that of Ontario, but at the time the Commission visited the Province it has not been enforced.

In New Brunswick and Nova Scotia there are no restrictions upon the employment of children in factories. In Nova Scotia the employment in mines of boys below ten years of age is not permitted, and boys between ten and twelve years of age may not be employed more than sixty hours in one week. The boys under twelve years are employed as trappers — that is, in opening and closing doors for the passage of coal cars — and this is not laborious work. Still, your Commission cannot approve of a system which permits the

continuous employment of such young children, even if it could be shown that their bodily health will not suffer injury. It is very certain that children removed from schools at the age of ten cannot acquire education sufficient to fit them for the duties of life in a civilized community. The testimony taken in other Provinces disclosed a most regrettable state of affairs. Many children of tender age, some of them not more than nine years old, were employed in cotton, glass, tobacco and cigar factories, and in other places. At one place in Ontario children, certainly less than eleven years of age, were employed around dangerous machinery. Some of them worked from six o'clock in the morning till six in the evening, with less than an hour for dinner, others worked from seven in the evening till six in the morning. At Montreal boys were employed all night in the glass works. In the cotton factories the ordinary hours of labor were from 6:30 a.m. till noon, and from 12:45 till 6:15 p.m. — this for five days in the week. On Saturday the mills close at noon. Sometimes the afternoon work is continued till 7:15, without stopping for supper, and less frequently the machinery is in continuous operation from 12:45 till 9 p.m., making eight and a-quarter hours of uninterrupted work, though it is in evidence that operatives are permitted to take a little lunch while the machinery is in motion.

The testimony respecting children employed in cigar and tobacco factories was of a very painful nature. Boys and girls, not more than ten years of age, were found in these places in considerable numbers, and some witnesses not older than fourteen had finished their apprenticeship at cigar-making and were working as journeymen. The evil in these instances was accentuated by the evident fact that the tobacco had stunted the growth of the witnesses and poisoned their blood. They were undersized, sallow and listless, wholly without the bright vivacity and rosy hue of health which should animate and adorn children.

While we cannot undertake to say where the responsibility for these evils rests, whether the duty of wholly removing them falls upon the Dominion or upon the Provincial Legislature, we think the laws should be uniform throughout the Dominion; and we are firmly persuaded that the continuous employment of children under fourteen years of age should be forbidden. Such prohibition we believe essential to proper physical development and the securing of an ordinary education. Further, medical testimony proves

conclusively that girls, when approaching womanhood cannot be employed at severe or long-continued work without serious danger to their health, and the evil effects may follow them throughout their lives.

The employment of children is one of the most important subjects which can commend themselves to the attention of legislative bodies.

J. ALFRED CLARK

APPENDIX F

HOURS OF LABOR

The rule for mechanics and others having regular employment in Canada is that ten hours constitute the working day; but there are many exceptions to this rule. In Ontario the exceptions are, almost invariably, in the direction of shorter hours; in Nova Scotia and New Brunswick ten hours are seldom exceeded; in the province of Quebec much evidence of long-continued labor came before the Commission. This is to be the more deplored in cases where children, especially very young children, are employed. At some cotton mills, in which children not exceeding nine years of age are employed, the work is frequently continuous from 6:30 in the morning till noon, and from 12:45 till 7:30 in the afternoon, making thirteen hours of work, with only one intermission of three-quarters of an hour, and having an uninterrupted stretch of nearly seven hours. On rare occasions the machinery is kept in operation from 12:45 p.m. till 9 o'clock, without stopping, although some opportunity is given the operatives to snatch a bite of supper. In nearly all cities throughout the Dominion conductors and drivers on street railway cars are required to work very long hours. Some of them are employed from 6 o'clock in the morning till 10 o'clock at night, though they are actually on the cars not more than twelve hours in a day. The best retail shops of dry goods merchants in all cities are open only from 8 o'clock a.m. till 6 o'clock p.m.; but in many others the hours are very long, both for clerks and for other employés. At some shops in Montreal the clerks are employed from 5:30 a.m. till 10 or even 11 o'clock at night. Dressmakers and milliners are kept, during busy seasons, till even later hours. In October, November and December they are, in some places, kept at work from 8 in the morning till midnight, and on Saturday nights till far into the hours of Sunday

morning. Children in the millinery rooms are at work from 6 in the morning till 9 at night, with brief intervals for meals. While it is very much to be regretted that attention must be called to these dis-creditable facts, there are many instances in which the hours of labor have been shortened. In a number of trades nine hours constitute a working day; and such change as can be observed is in the direction of shorter hours. Many employers give their hands an hour or two on Saturday, and not a few close on Saturday at noon.

It is very evident that the substitution of machine work for hand labor greatly increases production. The beneficial results are: a greater supply of necessities, comforts and luxuries; a lowering of prices, and a shortening of the hours of labor.

Almost the universal opinion among workingmen is, that the shortening of the hours of labor benefits working people, and it cannot be doubted that good use will be made of leisure time wrung from the working day. At all events, the patriarchal age has passed away, and however weighty other arguments in favor of long hours may be, it cannot be conceived to be the duty of either Legislatures or employers to prolong the hours of toil lest operatives should fail to make proper use of their leisure moments.

It will not do to make the bald assertion that a man can accomplish more in a short day than in a long day; but the opinion of the most intelligent witnesses examined was that the man whose daily task is easily within his strength will accomplish more in a series of years than he whose energies are overtasked by excessive hours or severe toil. Many witnesses were firmly persuaded that the over-wearied laborer is more inclined to seek renewal of energy in intoxicating liquor than the man who quits work before his energies are exhausted.

It is unnecessary to direct special attention to every instance of long hours of labor brought before the Commission; but reference may be made to illustrative cases. Firemen in Montreal are compelled to remain on duty almost without relief. Each man receives permission to absent himself from the engine-house only once a week, and then he may be absent only four hours. Surely the necessities of the department are not so great as to compel a man to separate himself from his family for 164 out of each 168 hours.

Longshoremen at Montreal are sometimes kept at continuous work for periods almost beyond belief. It is the practice to keep one

gang of men at work until the unloading of a vessel is completed. One witness had worked thirty-five hours at a stretch, stopping only for meals; one had worked forty hours, and another had worked two stretches of thirty hours each in one week. It is in evidence that these cases are not at all unusual. It must not be forgotten that the labor of longshoremen is very severe, and that the work is pushed with all possible expedition.

Coal shovelers are also sometimes kept employed for excessively long periods. One witness who testified had been on duty for thirty-six hours. Out of these, he had taken time for meals, leaving thirty hours of actual occupation at very laborious work.

Particular attention may be called to the experience of a firm of tobacco manufacturers at Hamilton in shortening hours of work. They first made a reduction from ten hours to nine and a half, and then to nine hours per day. They found that there was no reduction of output; and the experience has proved profitable to the employers as well as to the employés. ...

A.T. FREED

APPENDIX O

SWEATING PROCESS

Starvation wages and the exactions demanded from employés by masters (other than fines) exist only in exceptional cases in Canada.

These wages and these exactions, classed in England under the denomination of 'sweating process,' though not numerous, should be noted.

We call an exaction, for example, that act of the master who, taking advantage of his position, exacts the time of his employé without compensation. Thus, in a factory where the workwomen were obliged to work ten hours a day, if the machinery stopped for any cause these employés were obliged to work at night, after their day's work, for a time equal to that lost by the stoppage.

But why was this? These women were bound to give ten hours to their employer; they remained ten hours at the factory ready to work, and this was the extent of their obligation. They, nevertheless, were obliged to submit to this exaction for fear of losing their means of livelihood.

The bateaux-men of Quebec cannot procure work without they agree to do, without remuneration, work that takes them about

fifteen days to accomplish, and without they consent to submit to the losses caused by the delays of loading and unloading.

This loss of time has such influence upon the wages that a good bateaux-man can only earn \$150 during the season.

What proves the injustice of these impositions upon the workman is that these exactions were only imposed after the association of bateaux-men had been dissolved by the men themselves, on the advice and promises of the masters. It was only when these men were no longer united, and consequently powerless, that these exactions were imposed.

We are justified, also, in considering these young girls who work sixty hours a week for 80 cents (that is a cent and a-third per hour) as victims of this sweating process.

In like manner young girls are paid 1 cent for each sole they make, while a fine of 4 cents is imposed for each defective sole; these fines are so managed that the manufacturer makes a clear profit of 1 cent on each article condemned as defective.

Workmen who are obliged to pay for gas, whether they use it or not, are equally victims of the sweating process. Sewing women, milliners and saleswomen in retail stores, whose wages never vary, but whose working hours do, are among the most to be pitied of this system. The Mayor of Toronto, Mr. Howland, has described in a very touching manner the miseries endured by this interesting class of workwomen and to his evidence we would refer our legislators.

Another form of the sweating process, and not the least cruel, is the reducing of the wages of workmen during the winter, on the plea of there being a super-abundance of workmen. This is an unjust, iniquitous and selfish application of the law of supply and demand, a law beyond the workingman's control, but to which he is bound to submit, and an application of it not always justified by facts. ...

... the City Passenger Railway of Quebec, which realizes a clear profit of 18 to 24 per cent a year, after deducting the general and running expenses, reduces, under the pretext of the difficulty and expense of winter traffic, the wages of its employés below what is absolutely necessary for their maintenance.

The reduction of wages in winter is rarely more justifiable; consumers pay exactly the same price for goods manufactured in winter as those manufactured in summer, and this reduction, in almost all cases, is a deplorable taxing of the workman.

Few smokers or chewers, for instance, imagine that the wages of the workmen who prepared the tobacco which they use are reduced in winter by some 37½ per cent.

The 'truck system,' as practised in cities and villages, is but another form of the sweating process. ...

Evidence before this Commission has brought to our knowledge two strikes among workwomen, due to the unjust exactions of their foremen, and in both cases the directors of the company have sustained the foremen and confiscated the wages earned by these unfortunate girls. Some among these directors are members of the Society for the Protection of Women and Children. What justification could they offer, should they learn that among the unfortunates whom they seek to succor are some of those who, by reason of their not being paid, have been driven from their boarding houses and rendered homeless?

This mode of proceeding is, moreover, very economical; the wages are reduced, and, thanks to the law which obliges workmen by the piece to give fifteen days' notice before leaving, their wages are legally confiscated if they refuse to accept the reductions.

It is to preserve this advantage over the workmen that a number of masters and companies have established the custom of retaining part of the wages of their employés who work by the piece: they retain fifteen days' pay. The factory to which we refer retains even three weeks' pay. Since labor is subject to the exigencies of supply and demand it would be well that the workman should have any advantage to be derived from them.

When an employer has made a bargain for the execution of certain work he is guilty of an injustice if, taking advantage of his position, he binds his workman, under penalty of the loss of wages earned, to remain in his service for fifteen days without any guarantee of work during that time.

When a workman's job is completed his bargain is finished, is at an end, and he has a right to his pay. It is absurd to contend that because this workman may have agreed to do a certain work for A, A will have the right to keep him during fifteen days in his service, even though another master, B, should offer him 10 per cent more for his labor. This combination of payment by the piece and engagement by time, which is legally recognized in the Province of Quebec, is another form of the 'sweating process.'

This combination has given rise to a very reprehensible form of the sweating process. It places the time of the workman at the absolute disposal of the master, without the latter being obliged to furnish work to his employé. So true is this, that the workman working by the piece is obliged, under pain of fine, to be at the workshop at seven in the morning, though the employer is not obliged to give him work, and it often happens that the workman has to wait an hour or two before getting anything to do. The workman by the piece is obliged also to remain at the shop for hours, and sometimes days, without work and on pay-day he has to wait for his pay and to remain hours without work, the same as workmen by the day. This is an abuse that cannot be too strongly condemned. When workmen are engaged by the day they are compelled to work continuously during the working hours, and when they are engaged by the job or piece they have the right to demand continuous work or the right, at least, of leaving the shop when there is no work for them. It is true that the division of labor exacts the constant attendance of the workman at the shop, even though he is not continuously employed; but this requirement could and should be so arranged that the workman would not suffer; and the law should not in any case interfere to legalize an injustice.

Working by the piece, although in principle one of the most equitable and just methods, has yet, in certain industries, been instrumental in lowering wages, or at least of obliging the workmen to supply a greater amount of work for the same amount of pay. Workmen complain that the price of work is not calculated on the ability of the average workman, but on the ability of special workmen. Working by the piece is one of the consequences of the changes in manufactories; formerly the master was himself a workman, capable of judging whether his employés honestly earned their wages. Now-a-days the master is rarely a workman, and even when he is one the commercial requirements of his business prevent him from overseeing his factory. In large factories and with large companies the personal oversight and appreciation of the merit of the workman is an impossibility. It is this impossibility of judging of the respective merits of the workman that tends more and more to the generalization of work by the piece.

This is to be regretted, as the discussion of prices is a source of endless difficulty, and the necessity of the workman doing a certain

amount of work, often beyond his ability, in order to do a fair day's work, naturally leads to the lowering of the standard of handiwork; and the divisions and sub-divisions, caused by the general practice of working by the piece, reduces the position of a workman to that of a simple machine, and of a useless machine, when some new invention improves the machinery of which he is only the complement. ...

From the working by the piece comes the real sweating process, and its true operator is the sub-contractor. Workmen protest strongly against the introduction of this intermediary, whom the masters have imposed on them, and whose profits are necessarily obtained from the price of their handiwork. These sub-contractors, from the workman's point of view, are unnecessary, and in any case are only necessary where the master does not understand the details of the working of his business. The masters who have given evidence on this subject have all declared that the only advantage pertaining to this system is that it relieves them from the supervision of their workshops, and that the sub-contractors derive their profits from the extra work which they obtain from the men. ...

It is sufficient to enumerate these abuses which lead inevitably to the sweating process and its attendant miseries, to induce legislation to suppress them by every legal measures possible. And the effect of the changes recommended by the Commission would certainly result in the disappearance of many of these abuses.

JULES HELBRONNER

SECOND REPORT OF THE ROYAL LABOR COMMISSION

Armstrong Report

DIRECT ATTENTION TO CHIEF EVILS

... In considering their report, your Commissioners have felt themselves at liberty to direct attention to all the chief evils which were exposed by the testimony, and to ask for their removal, without presuming to determine in all cases what authority possesses the power to correct them.

REASON FOR SUPPRESSING NAMES

It is to be regretted that a number of witnesses refused to permit the publication of their names, fearing dismissal or other mark of disapprobation on the part of their employers. If that fear was well founded it is greatly to the discredit of those exercising such petty tyranny. In most cases, however, employers were quite willing that their hands should testify, and a few actively interested themselves in aiding the investigation.

WAGES

... The testimony taken sustains a belief that wages in Canada are higher than at any previous time, while the hours of labor have been somewhat reduced in some sections. At the same time, many necessities of life are lower in price than ever before, so that the condition of the working people in this respect has materially improved. Especially has this been the case during the past ten years.

FACTORY LEGISLATION

As will be seen from the evidence, in many of the factories and workshops the employment of children of tender years prevails extensively. It would be a waste of time to point out the injurious effects likely to arise from this evil. So long as it is allowed to continue the amount of education necessary to fit these children to become useful members of society cannot possibly be acquired.

In addition to their mental injury, there is also the physical ills which naturally follow upon a too early application to continuous work in the close-confined atmosphere of badly ventilated work-rooms.

To remedy this evil it is demanded that the employment of children, of either sex, under fourteen years of age, be strictly forbidden; that factories in which women and children are employed shall not commence work before 7 o'clock, a.m., that the hours of child and female labor shall not exceed fifty-four in one week or more than ten in any one day, and that night work be prohibited in all cases for children under sixteen years of age.

EXISTING FACTORY LAWS

Laws regulating the employment of women and children in factories and workshops are on the Statute Books of the Provinces of Ontario and Quebec. So far as could be learned by the Commission, they are largely inoperative, and as long as any doubt exists with reference to the constitutionality of these measures they are likely to remain so. Masters and workmen agreed that it would be desirable to have a general Act upon this important subject. It is earnestly recommended that a test case be made and the jurisdiction settled once for all. If it were found that the power to legislate is vested in the Provinces, existing Acts could be more efficiently enforced, and workingmen in the other Provinces could bring pressure to bear upon their Local Governments to enact similar measures.

STATE OF MORALS

Careful enquiry was made into the state of morals in manufacturing towns and cities, and especially in cotton mills and other industrial establishments in which large numbers of both sexes are employed. The testimony on this point proves the moral character of the working women in Canada to be as high as that of other classes. It is believed that some scandal would be removed, and possibly some evil prevented, if all employers of mixed labor were required to provide wholly separate conveniences for the two sexes.

FINING OF EMPLOYÉES CONDEMNED

It is recommended that the system of fining, in active operation in some lines of industry, and stores, be forbidden by law, under a penalty sufficient to ensure the breaking up of this pernicious practice.

Every operative and clerk ought to be reasonably certain that the wages, which by his or her skill and industry has been earned, shall

suffer no reductions owing to the petty tyranny sometimes practised by those in authority. The money which is lawfully theirs, by right of the increased value which they have created, ought not to suffer any deduction whatever in reaching their hands.

There are ample means at the disposal of the employer to secure careful attention to work and proper discipline without resorting to these iniquitous exactions.

BOARDS OF ARBITRATION

Strikes and lock-outs are the cause of much bitter feeling, vast pecuniary loss, and a wider estrangement of the employed and employing classes. We believe it is possible to prevent, to a considerable extent, these causes of divisions amongst men by boards of mediation and arbitration, and would recommend that a system of local and voluntary boards, together with a permanent board, be provided, whose duty it shall be to arrive as speedily as possible at an amicable settlement of labor disputes.

LABOR CONTRACTS

Contracts for labor, in order to be fair in their operations, should be equally binding upon both parties, the buyer and the seller. This is certainly not the case where the employés are compelled to bind themselves to belong to no labor organization as a condition of securing employment. It is a bartering away of the rights of citizenship in a free land. Trade unions are legalized by the laws of this Dominion, and any contract which binds the workman to abstain from attaching himself to one of these organizations, when he thinks that by so doing his material prosperity would be advanced, ought to be declared void and of no effect in law.

SHORTER HOURS OF LABOR

The evidence taken before the Commission shows that efforts are being made by the employés in many lines of industry to shorten the hours of labor. It is believed that with more time for study and recreation the working people of the Dominion would be more contented, more prosperous, and better fitted to discharge the duties of citizens of a free and self-governed community. In order to assist the workers in this laudable ambition it is urged that the Government aid the movement for shorter hours, by stipulating in every contract

for work entered into with it that the contractor shall not employ his hands for a longer period than nine hours per day.

CASH PAYMENTS ASKED FOR

Justice demands that the working people of the country should be paid in cash and in full, and whereas evidence has been adduced before this Commission showing that amongst lumbermen, miners, and some other classes, a species of payment in truck exists, to a certain extent, therefore your Commissioners are convinced that a law abolishing such payment would prove a great boon to those immediately the victims of it, and would, in addition, have a stimulating and healthy effect upon the trade of the country.

Your Commissioners are further firmly convinced that the more frequent payment of wages would be a great advantage to employés in all lines of industry, and that legislation enforcing payment of wages at least fortnightly would render the working classes more contented, frugal and prosperous.

COMPENSATION FOR INJURIES

In only one Province of the Dominion (Ontario) is there any specific legislation providing for the compensation of workmen who are injured while in the discharge of their duties. Employés in the other Provinces – with the exception of Quebec, which has the Civil Code of France – are exempted by the doctrine of common employment from the obligation to compensate their workmen for injuries received while in their service, or the heirs of the workman, in the event of his being killed. In the opinion of your Commissioners a general act upon the subject would be both wise and beneficial, and this law should cover the case of all accidents to workmen while following their customary avocation, which are not brought about by their own carelessness or negligence. If, however, a Federal Act would be *ultra vires*, it is earnestly to be hoped that the workingmen of the other Provinces will shortly be placed upon the same footing, in this respect, as are those of Ontario and, to a certain extent, Quebec.

CERTIFICATES FOR ENGINEERS

There is serious danger in permitting unskilled men to control large engines and boilers. It is therefore recommended that strict examination be made and certificates be granted to properly qualified

persons; and none that do not hold such certificates be permitted to remain in charge of engines exceeding six horse-power, or of boilers used for heating factories or other large buildings. The practice of placing boilers under the pavements in some cities is a growing source of danger to life and property. And it is further recommended that a system of inspection that would cover all boilers should be made compulsory.

SUGGESTIONS FOR SECURING GREATER SAFETY TO RAILWAY EMPLOYÉS

The evidence of railway employés given before the Commission clearly establishes the need of some legislation on their behalf. Their occupation is of necessity a hazardous one, but much can be done to diminish the risk of accident and death incurred by them, by compelling the companies to remove unnecessary causes of danger. Your Commissioners would recommend that legislation be enacted to provide for uniform width of running-boards; for the placing of a guard-rail on the outer edge of the roofs of freight cars; making it a penal offence to leave that portion of railway tracks known as frogs in an unprotected condition; to prohibit, if possible, the dangerous style of dead-woods that are attached to some freight cars; that every means be used to induce railway companies to adopt the automatic air brake in place of the hand brake now in use; and for the early introduction of a car coupler that will remove the necessity for brakemen going between the cars in making up trains. The increasing amount of Sunday work is a matter of grave concern to the community at large, and steps should be taken to prohibit unnecessary labor on that day, and, if possible, put a stop to it entirely, so far as the moving of freight is concerned.

UNSAFE VESSELS

Sailors on our inland waters complain that their lives are oftentimes imperilled by their having to undertake voyages in vessels which are not seaworthy. As it has been recognized as a duty by most civilized countries to look carefully after the safety of these men, whose occupation is at best a perilous one, it is strenuously urged that legislation be had which will render compulsory a system of inspection for the vessels navigating our inland lakes and rivers; and providing, further, that no vessel shall be permitted to leave port unless she is properly manned with a sufficient staff of competent sailors,

supplied with all necessary life-saving appliances, has proper accommodation for all on board, and is not so over-loaded as to prove unseaworthy. ...

PLATES FOR PRINTERS' USE

Your Commissioners believe that the importation of stereotype plates and celluloid matter from foreign countries, to be used in the printing offices of Canada, operates unjustly to the Canadian mechanic. If, on account of its cheapness, publishers find it necessary to use such matter, it should be obtained from Canadian makers, and thus be made to furnish employment to our own printers and stereotypers. Your Commissioners, therefore, recommend that a sufficient specific duty be levied upon this matter to prevent its importation.

GEAR INSPECTOR

We would recommend that an inspector be appointed at the principal shipping ports for the purpose of examining the gear to be used at the loading and unloading of vessels, so that accidents from use of defective ropes, chains, etc., may be avoided.

PROHIBITION FOR MINERS

As both managers and men of the coal mines of Nova Scotia expressed themselves very forcibly in favor of a law prohibiting the sale of intoxicating liquors in the vicinity of the mines, your Commissioners recommend a stringent law prohibiting the sale of such liquors within a certain radius of all mines.

LABOR UNIONS

Workingmen's organizations have spread very rapidly of late years and with much apparent good to their members and trade. They have made it possible, in cities where they are strong, for workingmen to maintain their wages at a living rate. Much testimony was given of their influence for good in the discouragement of strikes and in advocating mediation and arbitration for the settlement of disputes between capital and labor. By stimulating their members to aim at a higher standard of proficiency in their callings they have done much to improve the skill of our artisans. To them is largely due the improved sanitary conditions in factories and workshops,

the shortening of the hours for child and female labor and the separation of the conveniences for the sexes. In nearly all of these societies benevolence forms a prominent part of their work – the caring for the sick and injured, and the providing for the families of deceased members by their insurance departments. They inculcate a spirit of self-control, of independence, and of self-reliance in matters that affect their material welfare, and are the earnest promoters of temperance principles among the working classes. Your Commissioners recommend that in view of the good already accomplished the increase of such societies be encouraged by all legitimate means, and that one day in the year, to be known as Labor Day, be set apart as a holiday by the Government.

ALIEN CONTRACT LABOR

Canadians are prepared to welcome to the Dominion, farmers and farm laborers who come with the intention of taking up land, but the immigration of mechanics and unskilled laborers should not be encouraged. The labor market of Canada is already overstocked, the only class of help for which the demand exceeds the supply being female domestic servants. The sending to Canada of waifs and strays from the poor houses and reformatories of other countries should be discountenanced. Canadian workingmen feel it to be an injury that alien foreign labor is allowed to be imported under contract. In the opinion of your Commissioners, penalties should be imposed upon the resident contracting party, as well as upon those who undertake the transportation of the alien contract laborer or mechanic into the Dominion.

CONVICT LABOR

Some testimony on the subject of convict labor was given before the Commission, but nothing new was elicited by the enquiry. The general feeling of the witnesses examined was in favor of keeping the prisoners constantly employed at some regular labor, both on physical and moral grounds. Notwithstanding the opinion expressed by Warden Massie, of the Central Prison, Toronto, in favor of the contract system, it was considered by all others that prisoners should be employed on State account only, in the manufacture of such articles as are needed for Government use – that if any goods are made for sale to the public they should be such as will come least

into competition with free labor. That all goods of prison make offered for sale should be stamped in a plain manner and a penalty attached for the obliteration or covering of the stamp.

COLLECTION OF RENTS

We recommend that in the collection of rents landlords should have no preference over other creditors, and that as many articles of household use as are necessary to comfort should be exempt from seizure to satisfy any debt. That tenants should be protected against the growing practice of increasing rents from year to year at the will of the owners of houses or leasehold land. A simple remedy should be provided for arriving at the value of leasehold lands, where a renewal of lease is required, to protect the lessees from excessive costs.

LIEN LAWS

Laws giving mechanics and laboring men a lien upon the products of their labor are in operation in most of the Provinces. Workingmen, however, sometimes have difficulty in obtaining their rights under these liens. In order to ensure that the wages due shall with certainty be paid it is recommended that liens for wages shall form a first claim upon a building, machinery or any article upon which a lien can legally be placed.

WAGES SHOULD BE A PREFERENTIAL CLAIM

Serious loss has in some cases been experienced by working people through the failure of the person or firm by whom they were employed. Wages, to a considerable amount, have been lost in this way, entailing great hardship and much suffering. It is believed by your Commissioners that three months' wages of all operatives should rank as a preferential claim upon all insolvent estates, and that the assignee or other person in charge should settle claims for wages in full before the accounts of other creditors are dealt with.

ACTIONS FOR SMALL DEBTS

The enormous costs attaching to the collection of small debts by process of law have been clearly set forth by some of the witnesses. It is a serious grievance and one which imperatively calls for legislative intervention. The opinion of your Commissioners is, that

in all actions for debts of less than \$25 no greater sum should be allowed for costs than \$1.

GARNISHMENT OF WAGES

Some information was obtained on the subject of the garnishment of wages. In several occupations it was stated that a second garnishee secured the dismissal of the workman. Under garnishee laws wage-earners are subjected to a method of compelling payment which cannot be applied to other classes. Laws entirely abolishing garnishment of wages, or leaving a very liberal amount free from attachment, are in force in some of the American States and similar laws we consider would be beneficial in Canada.

SAVINGS BANKS

The facilities afforded by the Government and Post Office Savings Banks are, we are gratified to find, being largely taken advantage of by the working classes. The system offers a perfectly safe method of laying up funds to be drawn upon in cases of unforeseen emergencies, and thus prevents the degradation of being compelled to seek for charity. We would recommend that, in so far as the interests of the public will permit, the system be further extended, so that it may be brought within the reach of a larger number of working people.

PAYMENT OF WAGES IN SCRIP CONDEMNED

Believing that only the Government and the chartered banks should be permitted to issue currency, your Commissioners recommend that payment of wages in scrip, notes, tokens, or any other promises to pay, or evidence of indebtedness intended to be used as currency, by any other persons or bodies, be forbidden by law. We would also recommend that in the case of bills intended to be used as currency, issued by any bank holding its charter from the Dominion Government, their acceptance at par value should be made compulsory at any branch of all other banks who derive their authority to do business from the same source.

SANITARY CONDITION OF WORKMEN'S DWELLINGS

Intimately associated with the material welfare and social and physical well-being of the workingman is the sanitary condition of

his dwelling. In the large cities very exhaustive evidence was taken, showing that the poorer classes are laboring under a serious disadvantage in regard to sanitary inspection of their homes, which hinders, in many cases, their moral and physical advancement. Often, by reason of the increase of rentals, the difficulty of obtaining constant employment, and the scarcity of suitable tenements in congested districts, workingmen are unable to exercise that choice which is necessary for their comfort and well-being. In most of the large cities and towns there are municipal laws having reference to sanitary matters, but owing to their indefiniteness, the apathy of inspectors, the influence of landlords, or the helplessness of the tenant, these laws are in a great measure inoperative.

CO-OPERATION

It is to be regretted that co-operation in business has not as yet made any considerable progress in Canada, though the principle, both in its productive and distributive forms, seems to be well understood and has many advocates among workingmen. This plan, as well as that of profit-sharing, has been adopted with success in England, France, and some few places in the United States. It would be productive of much good if carried out in the Dominion, and remove many causes of friction between capital and labor.

CO-OPERATIVE BUILDING ASSOCIATIONS

In one or two places co-operative saving associations have been formed, to enable persons in comparatively humble circumstances to acquire homes. It is believed that the principle might be greatly extended in such a manner that weekly or monthly payments, not materially greater than present payments for rent, would in a few years purchase homes.

CHANGE IN SCHOOL CURRICULUM

The people of Canada are justly proud of the excellent system of education provided in their public schools, though it is a matter of regret that so many children of the working people are unable to take full advantage of the opportunities afforded, because of the early age at which many of our large industries are permitted to employ them. In some places visited by the Commission quite a number of children were found at work who were unable to read or

write. It is felt by some that a change should be made in the curriculum of the schools, to render the instruction given more practical. Your Commissioners recommend that as far as possible the instruction be made such as will train the scholar to use his hand, his mind, and his eye together, and so fit him in after life to adapt himself to any mechanical calling he may adopt. And further, that special schools be established in our cities and large towns, where a full course of technical instruction could be had, and that in connection with these schools there should be evening classes for mechanics and apprentices.

BUREAU OF LABOR STATISTICS

Your Commissioners are firmly persuaded that the interests of working people will be promoted if all matters relating to them be placed under the administration of one of the Ministers of the Crown, so that a labor bureau may be established, statistics collected, information disseminated, and working people find readier means of making known their needs and their desires to the Government.

The foregoing recommendations endorsed.

JOHN KELLY

S.R. HEAKES

H.A. McLEAN

U. CARSON

JOHN ARMSTRONG

WM. HAGGERTY

WM. A. GIBSON

PATRICK KERWIN

APPENDICES TO ARMSTRONG REPORT

OUR FACTORY SYSTEM

Factories of various kinds have been in existence in Canada for many years, but it was not until the impetus given by the protective tariff of 1879 had been fully felt that they became an important

feature of the wealth and prosperity of the Dominion. With us the factory system has not grown slowly; it sprang into existence almost at one bound, and was the creature of the legislation adopted ten years ago. That a vast amount of good has been accomplished in promoting the material prosperity of the country by the large industrial establishments thus called into being is undeniable. To them the growth and consequent prosperity of our towns and cities is largely attributable. As it is impossible for all minds to think alike, so it is equally impossible to build up a country upon one industry alone. Some are attracted to the independent life of the farm, and are happy in its pastoral calm, while others prefer the rattle of the shuttle and the whirr of the spindle. That land is best off which offers to its people a diversity of employment, so that all may find avocations suitable to their inclinations. Nothing can be more certain than that the money which would have been sent out of the country to pay for the manufactured goods, had we continued to import them, would be followed by that class of our citizens who are attracted to the life of the factory operative. In this way both money and population would be sent out of the Dominion, neither of which could be spared, and to the manifest detriment of those who remained to till the soil. By encouraging the growth of industries in our midst we have become practically a self-contained people, able to produce for ourselves all that is necessary to support life in comfort, and even in some degree of luxury.

But it has also to be pointed out that in acquiring the industries at one bound we have also become possessed, just as quickly, of the evils which accompany the factory system, and which, in other lands, were creatures of a gradual growth. These evils have engaged the serious and special attention of the legislators of the motherland for generations. They sprang from the desire to acquire vast fortunes in the shortest possible interval of time, regardless of the suffering which might be caused to the individual or the bad effect upon the State. There seems to be no idea of any obligation existing between the employer and his operatives, any more than the mere payment of wages. To obtain a very large percentage of work with the smallest possible outlay of wages appears to be the one fixed and dominant idea. There is no bond of sympathy existing between the capitalist of the large mill and his employées, such as prevailed when smaller works were the rule, and an intimate personal acquaintance existed between the employer and the workman.

To arrive at the greatest results for the smallest expenditure the mills and factories are filled with women and children, to the practical exclusion of adult males. The reason for this is obvious. Females and children may be counted upon to work for small wages, to submit to petty and exasperating exactions, and to work uncomplainingly for long hours. These are the inducements to employ this class of labor and why it is being utilized so largely. It would be wrong to blame any individual mill-owner or corporation for this state of affairs. It is entirely due to the system which all alike work by. So long as one employer is permitted to fill up his factory with this cheap labor, without any restrictions, the others are compelled to do likewise, or suffer the consequences of being undersold in the general market. There are, however, excrescences upon the system for which individuals are altogether responsible, and for which there ought to be some way of holding them to strict account. One such presented itself in Montreal, where the conduct of a cigar manufacturer, in a large way of business, was under examination. The evidence in connection with this matter will well repay a careful perusal. It is almost impossible to believe that such things should be done in the latter part of the nineteenth century, and yet it is very clearly proved that in this factory apprentices were imprisoned in a 'black hole' for hours at a time. Occasionally the incarceration would stretch beyond the working hours, and a special visit would be made to the factory to release the poor little fellows. A special constable, who still wore his constable's badge, was employed to overawe and strike terror into the hearts of the juvenile offenders, and to carry out the punishment awarded by the proprietor and his foreman. Occasionally this Oriental despot would himself be the executioner of his own decrees, and did, upon one occasion, personally chastise, in a flagrantly indecent manner a girl eighteen years of age. And for all this the law provides no remedy — nay, incredible as it may appear, law, in the person of the Recorder of Montreal, expressly authorized the punishment inflicted. This gentleman, on being examined, stated that he had authorized employers to chastise their operatives at their discretion, so long as no permanent injury was inflicted; and this evidence was given in the Year of Our Lord one thousand eight hundred and eighty-eight, much as it might be wished that it referred to some period of the dark ages, when servants had no rights which their masters were bound to respect. The evidence describes a state of affairs which is simply astounding. So vicious was it that a boy

who was one of the witnesses before this Commission asked to be sent to the reformatory as a means of escape from the treatment he received. The cigar manufacturer, when detailing his actions in the case of the young girl whom he so shamefully treated, seemed to think it a matter of very small consequence — a matter-of-fact, every-day occurrence, which it was not worth while making any ado about; and the Recorder was equally complacent when stating that he had empowered employers of labor to chastise their apprentices, because, in his opinion, it was 'in accordance with common sense, which is the natural law, and conforms with positive Divine law and the civil law.' Comment on such evidence would be superfluous. But it may be said that if there is any civil law in existence which authorizes the infliction of corporal punishment, as stated by the Recorder, it ought at once to be repealed; for so long as it remains upon the Statute Book Canada has no right to class herself with the civilized nations of the earth.

Other cases of brute force being resorted to by employers came before the Commission, but none of so flagrant a character as that referred to above.

What is imperatively required to meet such cases, and what we are convinced the public demand, is a stringent factory law, requiring frequent inspection by officers who will prosecute to the utmost limit men who are so completely regardless of the usages of civilization as to act toward their employés in this way.

A very common rule, one to be found in most factories, is that which requires a certain notice to be given before leaving the employment, under the penalty of forfeiture of wages earned. If this rule were a reciprocal one not much objection could be taken to it, but where, as is most frequently the case, employers hold themselves free to discharge employés without any notice, the rule is an unjust one. So unfair is it deemed to be that in the State of New Jersey an Act has been passed which provides that manufacturers who require from employés, under forfeiture of wages, notice of intention to quit, shall be liable to like forfeiture if they discharge employés without similar notice, unless in case of a general suspension of business.

The general hours of labor are ten per day, but in some instances longer time is worked, and it is particularly noticeable that where this is the case it is in factories where females and children constitute the greater part of the help.

The sanitary conditions of many of the large factories are good, but there is in nearly all the small mills, and in some of the large ones, vast room for improvement in this respect. Cases are frequent where no separate conveniences exist for the use of the two sexes, and cleanliness in flushing closets, etc., is not looked after as closely as the health of the employés require. The locking of doors, which might entail great loss of life in case of a fire panic, is a very common rule, and cases where adequate outside means of escape in case of fire are provided are remarkably scarce. There is very little attention paid to the safety of hoists, and accidents by falling down the well, or defective machinery for the working of these, are far too frequent. There are very few cases met with in which suction fans are used to carry off dust in works where a considerable quantity is generated. Machinery in the larger mills is fairly well guarded to prevent accidents, and this is due to the fact that a large part of the machinery is made in Great Britain, where such guarding is compulsory, and the protection forms part of the machine. In the case of machinery made in our own country, and in mills and workshops where such machinery is used, there might be considerable improvement made in this respect. It is very unfortunate that the question of jurisdiction should have been raised in the case of factory laws. While acts bearing upon this subject, and which, if properly enforced, would remedy many of the evils of factory life, have been passed in the Provinces of Ontario and Quebec, it is notorious that they have so far accomplished little or no good. The Ontario Act was passed some two years before the inspectors provided for by it were appointed. Nearly another two years have elapsed since the appointment of these officers and during the whole of that time, up to the close of this enquiry, only one case had been brought before the courts. This inactivity cannot be for want of material to work upon.

The Act does not include places where less than twenty people work and it is notoriously winked at by employers of labor. Just as long as there is manifested a reluctance to enforce its provisions by process of law it will remain a delusion and a farce upon legislation. It would be better to discard it altogether than to retain it, and yet make no proper effort towards its enforcement. The same remarks, to a limited extent, would also apply to the Quebec Act. It had been passed two years and no inspectors had been appointed until the lamentable state of affairs prevailing in Montreal had been brought

to light by evidence given before this Commission. In none of the other Provinces are there any laws regulating factory labor.

The utter uselessness of a provincial law on a matter like this, where all the Provinces are alike interested, has been made clearly apparent. Where a law has been passed by one Province, imposing restrictions upon the number of hours to be worked, or the ages of children who may be employed, and the adjoining Province refuses or neglects to do so, there is a great temptation on the part of the former not to put the law in motion for fear of embarrassing the manufacturers. It is apt to be considered, and rightly considered, that no restrictions should be placed upon one industry that do not apply equally to all who are in the same business. The protection which is given to manufacturers against outside competition proceeds from the Federal Government, and is enjoyed by all in common, and equally all should be placed on the same footing in the matter of restrictions. There is, too, a keen competition between different localities for the securing of these industrial establishments, and as the capitalist will naturally locate his mill at a point where there are no restrictions as to the hours of labor or class of help to be employed in preference to another place, where these laws are in force, an unfair advantage is enjoyed by the Province which refuses to pass a fair, just, and reasonable measure of protection to the factory worker. It must also be considered that the proper enforcement of factory legislation is too expensive for it to be resorted to by the smaller Provinces, which do not contain a large proportion of factory labor. These beneficial provisions would therefore, in all probability, be confined for a considerable period to a portion of the Dominion.

In view of all these circumstances we would strongly urge the desirability of a Dominion Factory Act, wherein uniformity of laws can be obtained. If there be a doubt as to the powers of the Federal Government in the premises there ought to be a way provided for removing that doubt. ...

MORALS

Grave charges of immorality have from time to time been made against female operatives in the large mills and factories. Whenever such charges have been made very serious apprehension have been felt by the public and careful enquiry has been made, in

order to arrive at a correct conclusion upon this all-important subject.

In considering this matter it is necessary to look closely at the conditions of life in which — through no fault of their own — these young girls are placed. Stern necessity obliges them to earn a livelihood, and in pursuance of the avocation by which they earn their daily bread they are frequently compelled to toil for long, weary hours in close, ill-ventilated rooms. In these rooms there is a general comingling of the sexes, which is partly necessitated by the nature of the work in which they are engaged, and which cannot be avoided so long as the division of the task between males and females remains as at present. To this extent employers are not to blame, but when we find that in many cases the closet accommodation is lamentably insufficient, and that no attempt is made at a separation of these conveniences, grave censure is merited. It has been sufficiently demonstrated that in some factories closets are used indiscriminately by the operatives of both sexes, and where the employer is thus careless of the moral feelings of his operatives it should be the duty of the State to interfere and see that the proprieties of life are strictly observed. In further consideration of the case of these girls it must be remembered that for a considerable period after commencing work in a mill or factory they are paid such small wages that it is almost impossible for them to live respectably and clothe themselves decently out of the amount.

Given these conditions, it is not a matter for surprise that one is occasionally driven in despair to a life of sin. But it is monstrous to condemn a whole class because of an occasional sinner, as has been far too frequently done in this matter. ...

... The percentage of immorality amongst factory girls is not so great as in other classes where the pinchings of poverty do not offer the same direct incentive to vice, and we believe that those who assert to the contrary are common libellers of a class who are nobly striving to live upright, honorable lives, under such conditions as should secure for them that 'charity which thinketh no evil.'

FINING OF EMPLOYÉES

Of late years a system of fining employées of factories and stores has sprung into existence. This system cannot be condemned too

strongly. It provokes feelings of bitter and lasting animosity on the part of the employé against the employer, not so much on account of the amount deducted as from the prevailing idea that it is a form of petty larceny for which the law provides no punishment. It is worthy of note that the fines are only imposed upon females and children, the most helpless class of operatives. Men will not put up with deductions from wages which they have toiled hard to obtain, and therefore the system is not applied to them. As it is not found necessary in the case of adult male operatives, why should it be practised upon working women and helpless children? Not because of the necessity, but simply because it is passively submitted to. Of all the mean, pitiless exactions which labor has to suffer from this is the vilest. A young women will work hard from Monday morning until Saturday evening for a paltry pittance of three or four dollars, and when pay day comes finds that the sum of 25 or 50 cents, or even \$1, has been deducted for some trifling breach of the rules, or because of the petty spite of the overseer.

It is fortunately true that the system is not extensively practised in Canada. It is as yet only in its infancy; but it is growing and unless some means is taken for preventing its spread is liable to permeate through all our industries. It is a noxious plant which has but recently been transferred to our soil, and before it assumes threatening proportions efforts ought to be made to root it out. If it be found that employers are not to be driven from it by public opinion, legislation should be resorted to to prevent these exactions being made. ...

Employers attempt to justify themselves in imposing these fines by saying that negligence and carelessness are thereby prevented, and that if these fines were not imposed they would have considerably more spoiled work.

Without admitting the truth of these statements, would it not be more honorable, instead of fining an employé who is careless and negligent, or who spoils work, to discharge such employé after due caution, for, by retaining such operatives in their employ, and continuing the fining system to meet their cases, they do a gross injustice to the attentive, careful workers, who are exposed to the spite or malignity of the overseer, and are frequently made to suffer from this cause, and through no fault of their own. ...

IRON-CLAD AGREEMENTS

In some cases, not very numerous we are glad to say, employers have taken advantage of the necessities of the working people to compel them to sign documents which obligate the employé not to belong to any labor organization. Inasmuch as there can be no reciprocal arrangement entered into, as it is clearly impossible for workmen to make it a condition precedent to entering employment that the employer shall not belong to any trade organization of employers, no such agreement should be considered binding at law. It may be said that employés are not compelled to sign these agreements, that they do so voluntarily, but it still remains true that no workman would, of his own free will and accord, sign such a document if he were given any choice in the matter. As one writer on this subject put it:

To treat it (labor and wages) as a simple exchange between equals is absurd. The laborer must sell his labor or starve, and may be obliged to take such terms for it as to leave him without the means of enjoying the rights which society award him, and discharging the duties which society claims for him. Look on him as a ware if you will, but remember that he is a ware that has life, that has connections, responsibilities, expectations, domestic, social and political.

These documents are signed only because the employer make it compulsory to do so before entering his service, and when it becomes a case of seeing his family in need of the necessities of life or signing a 'cast-iron' agreement there is but little choice, and it can scarcely be looked upon as an entirely voluntary act. It is an infringement of the liberty of the subject which ought not to be tolerated. ...

SHORTER HOURS

... But the most important point for the State to consider is, that in order to increase the value of the citizen it is necessary to educate the man, and education can only be obtained when the worker has some time at his disposal for the acquirement of knowledge. The means are provided by our public libraries, mechanical night schools and mechanics' institutes to a considerable extent; but of what use are these means of education so long as the worker has no time to

utilize them. When ten hours labor is demanded upon each day of the week the necessary time is not available. With these hours the man who lives by the toil of his hands has no leisure in which to acquire the knowledge necessary to fit him to become a more useful tradesman, a more valuable citizen, or a more intelligent being.

Some time must be given up to amusement, recreation, and relaxation, and what little leisure the worker finds himself possessed of now is devoted largely to those purposes. Were it otherwise the human frame would be worn out long before the time is reached when the laborer can retire and live on the savings of the years of his more vigorous manhood.

Many employers, also, are now turning their attention to this question as a possible means for the prevention of over-production so frequently complained of. A reduction in the hours of labor would not mean a total loss of production for the whole of the reduced time, as in many occupations the strain is too great to permit of the worker keeping up the tension to his utmost capacity for ten hours. Commissioner Wright says that Massachusetts, with ten hours work per day in its cotton factories, produces as much per man or per spindle as the other States which work eleven or more hours. He also states that the wages are as high, or higher, than in the States where the mills work the long hours. Whether this ratio could be kept up under an eight or nine-hour system is yet to be demonstrated. If, however, a greater steadiness of production could be obtained under the shorter hours system it would be a boon, not only to the employed, but to the employer also. As the Government is vitally interested in seeing that its citizens are able to take an intelligent part in promoting the prosperity of the country — and as, moreover, it is the duty of all Governments to endeavor to secure a happy and contented people, and as nothing in the power of the Government to bestow would tend further in this direction than the shortening of the hours of labor, it might be asked to do something to aid this movement. The Dominion does now provide that some of its servants shall be employed only during a reasonable period of the day. Six or seven hours constitute the day's work for civil servants, and surely those who labor with their hands are deserving of equal consideration at the hands of the Government. While it may be possible that the people of the Dominion, as a whole, would not favor the passage of a sumptuary law, making it an offence to

employ work-people longer than nine hours in any one day, yet it might, and should, be possible to do as has been done by the Legislatures of the United States. In all contracts for public works, it should be a condition precedent to obtaining the contract that no workman should be allowed to work more than nine hours per day. The Federal Government might set the example in this matter and there would then be little difficulty in getting the provincial and municipal bodies to do likewise. This accomplished, it would give an impetus to the shorter hour movement, and would tend to the advantage of the Dominion, in that it would be the means of making the toilers more contented, more prosperous, more intelligent and therefore better and more valuable citizens. ...

STEREOTYPE PLATES AND CELLULOID

Your Commission has taken evidence in the different Provinces which they visited regarding the importation and use of stereotype plates and celluloid in the printing offices, in lieu of set type. One witness in Ontario testifies that in the interest of the Canadian printer and stereotyper a sufficient duty should be imposed to exclude from the Dominion the imported article, and that all matter of this class should be set in Canada by our own mechanics, rather than by those of a foreign country. This can only be accomplished by a high protective duty. ...

Another reason why American plate-matter should be excluded is upon the ground of immorality. One witness in Ontario stated before the Commission that to his knowledge plate matter was obliged to be returned on account of its immorality. Literature of an 'airy' character, unsuited to the tastes of Canadian readers, is often circulated through the medium of American plate-matter. Your Commission would therefore strongly urge that a sufficient duty be placed on plate and celluloid matter coming into Canada to insure its entire exclusion. If reading matter of this class is absolutely necessary, on account of its cheapness, no valid reason can be advanced why such plates cannot be obtained from Canadian makers. ...

INFLUENCE OF LABOR ORGANIZATIONS

Among other matters brought out by this Commission is the interesting and important bearing on the labor question of the influence of workingmen's organizations. Nothing could be more striking than

the contrast furnished between organized districts and others where as yet the principles of a trade organization are little known and still less acted upon. And if the progress that has been made towards uniting capital and labor in cities that are comparatively well represented in the ranks of labor bodies is to be taken as a criterion of the usefulness of such societies, we may well believe that they are destined to be a very important factor in the solution of the labor problem. And as the work of consolidating the ranks of labor makes progress, so will its influence extend and its usefulness become more apparent. Slowly but surely are capital and labor becoming drawn more closely together, as the aims and principles of united labor are better understood. In 1887 the President of the English Trades Unions Congress said in his address to that assembly: 'The principle of appeal to facts and reason, instead of brute force, is rational, and at once commends itself to the judgment of men.' This official declaration is a recognized principle in the operations of labor societies. That great progress has been made in the last few years is evidenced by the fact that a large percentage of the disputes that have arisen between employers and their employ  s have been amicably adjusted, either by conciliation or arbitration brought about by the efforts of the various trade societies involved. ...

One of the good results ... of labor organization in other countries has been to place capital and labor in such a position that it is reasonable to expect that in the near future the strike will be a thing of the past and boards of arbitration will have taken its place. That this is also the goal of Canadian workingmen is fully borne out by the testimony of hundreds of witnesses who were examined by the Commission, many of whom were especially appointed by the societies to which they belonged to give evidence bearing on this matter; and it is gratifying to state that in many instances, where labor organizations existed, very many of the largest employers of labor have endorsed what the men have stated in reference to their desires in this respect.

That the wage question is the most prolific source of trouble there can be no doubt, and it is for the removing of this cause of friction in a friendly way that labor bodies have most strenuously persevered. The claim that workingmen do not receive full value for their labor, that they are too frequently unable to make ends meet and that capital often takes advantage of their necessities to regulate the price of labor, appears to be well founded, when judged by the

evidence given before the Commission. This state of affairs is, however, more apparent in the places that are not organized, and where wages are invariably lowered in the winter season. But in cities and towns where labor is organized, higher wages not only rule, but usually remain the same throughout the year. This is to be attributed to the fact that these societies claim an equal right with the employer in determining the amount to be paid for the labor given, the principle laid down being that the minimum rate shall be a living rate of wages for all. And it is noticeable that the report of the Bureau of Statistics of the State of New Jersey shows that where labor is thoroughly organized, both male and female, females receive the same remuneration as the males for the same class of work. It is pointed out that associations of manufacturers and others meet together and find no difficulty in establishing the selling price of goods, thus determining beforehand the profits to be derived. Workingmen ask why should not capital and labor meet together and fix the rate of wages to be paid for the production of the goods. An industrial partnership of this kind would at once settle the wage question, and in like manner dispose of the question as to the length of the day's labor. Labor says: Remove or settle these two questions, and the unity of capital and labor will be an accomplished fact.

The principal objects of labor societies, until recently, were the protection of the worker in his wages and the prevention of undue competition among them by shortening the hours of labor. But these organizations have extended their field of usefulness, and their educational value cannot be overestimated. They have been very beneficial in promoting a spirit of self-control, in instilling a knowledge of parliamentary proceedings and in conducting meetings. A spirit of independence and self-reliance has grown with their progress, looking rather to their own efforts to accomplish their objects than appealing to the Government for assistance. Though much can be done by legislation, they themselves have, and can do, a great deal to better their condition by united action. In a mob men trample on each other, but in a disciplined army they brace one another up. So labor unions prevent disorder to trade. Nor should the character of those who compose these societies be overlooked. In nearly all of them proficiency in their calling, as well as a good character, is made a condition of membership. ...

Of late years the principles of social and political science have been added to the aims of workingmen's societies. Co-operation, until recently so little understood, is now a cardinal principle in the constitutions of these bodies, and while as yet not much has been done to bring into practice this principle in business in the Dominion, there is not wanting an intelligent knowledge of the subject, both distributive and productive, which knowledge will doubtless bear good fruit in time to come. There are many advocates in the ranks of labor to-day who claim that in the practice of co-operation, or in what is known as industrial co-partnership, involving profit-sharing with the principal features of co-operation embodied in it, is the only basis on which production can be carried out that will be perfectly just to both capital and labor. ...

To the persistent efforts of labor organizations may also be traced, very largely, the advanced state of public opinion in relation to the sanitary condition of factories, workshops, and dwellings of the working classes. It is now impossible in organized labor centres to neglect these matters. Employers find it difficult to carry on business where no attention is given to the health and comfort of their employés. In many places where these societies exist there is now an entire separation of the conveniences for the sexes, and care is taken that no corrupt influence shall gain any foothold where males and females are employed in the same building. The shortening of the hours of labor for women and children has for years been kept before the public by labor organizations, though as yet with indifferent success. Much progress has also been made in preventing the sending to this country, by interested people and charitable societies in other lands, an undesirable class of immigrants, and it is due to the reiterated persistency in protesting against this wrong, by organized labor, that the practice of sending the helpless and pauper classes to become burdens on our people and charities has been very much lessened and will, it is hoped, be prevented altogether.

Thus in many ways the influence of labor organizations have had a beneficial effect to those who have taken advantage of the opportunity they afford of discussing the whole labor problem in its economic, social and political aspects.

Some of the especial benefits are better wages, shorter hours of labor, better protection from accident, a more friendly relation to

capital, prevention of child labor, higher education, a better knowledge of their trades through the discussion of their wants, voluntary and compulsory insurance, payment of sick and death benefits, and the extension of relief to the needy.

There have been many mistakes in the past; the enemies of labor can point to follies, and even crimes, that have been committed, for which in some cases the organizations were responsible, but the same may be said of all bodies of men, public or otherwise. Even Parliaments are not free from such errors. The late President Garfield said: 'All free Governments are managed by the combined wisdom and folly of the people.' It would be unfair, therefore, to expect that associations composed of workingmen, often half educated, or not educated at all, would be free from mistaken motives and acts at times. Tracing such societies from their earliest history to the present time and noting the immense amount of good they have conferred on their members, all must admit that the benefits conferred far outweigh the loss. So good an authority as Professor Ely, says, in his *Labor Movement in America*, page 138:

'The labor movement, as the facts would indicate, is the strongest force outside the Christian church, making for the practical recognition of human brotherhood, and it is noteworthy that at a time when the churches have generally discarded 'brother' and 'sister' as a customary form of address, the trade unions and labor organizations have adopted the habit.'

To this may be added the fact that where organization has made much progress the moral standing of the people is also high. No one can become a member who is not sober, and, as a consequence, union men and women are temperate and industrious in their habits. The universal testimony of wage-earners is that the money paid by them to support their societies is as good an investment as they have ever made. In some of the States of the American Union a day has been set apart as a general holiday, known as Labor Day. This movement has spread in our Dominion and of late years several of the towns and cities of Canada have proclaimed one day in the year as a municipal holiday in honor of labor. It would be well to make this system a general one — to choose a suitable day, about the 1st of September in each year, and to proclaim it labor holiday, in the

same way as Thanksgiving Day is now proclaimed, and made a holiday throughout the Dominion.

IMMIGRATION

... Immigration of a proper character can still be of benefit to Canada. The thousands of broad and fertile acres which remain untilled invite the agriculturalist to take up his abode with us. The immigration to the Dominion of skilled labor — in some cases under contract — of which there is a sufficient supply already, should not, and we are glad to know is not, encouraged by the Government.

There was some evidence on the subject of importing labor under contract before the Commission. A few cases were given where Germans, Frenchmen and citizens of the United States were imported under contract.

The pernicious use which has been made of the power to import labor under contract calls imperatively for the abolition of that power. It is a fitting subject to engage the attention of Parliament, and it will, we trust, very shortly be dealt with.

The injury done to the working classes by the importation of labor under contract is palpable. Instances are not far to seek where the employers in particular lines of trade have undertaken to resist the just demands of their men and to compel them into submission by bringing in from a foreign country workmen to take their places. It is true that such a means of coercing labor is not always successful, but it is an injustice to the men that such a lever should be placed within the reach of the employer.

Parliament in its wisdom has protected the interests of the manufacturer by the safeguard of a tariff, and the citizen whose only capital is his labor should be not less the object of paternal care.

There might be some objection to placing any restrictions upon our fellow subjects from the British Isles, but this could not apply to those who are aliens, and the experience of Canadian workmen is that their business has been disturbed more by foreigners than by those living under the same flag.

... There is ... a strong feeling that these children are not suitable immigrants to bring to our shores.

We would therefore recommend that the \$2 per head, or whatever sum may be, which is paid for each of these children on arrival in Canada be discontinued, and that no encouragement be held out

to immigrants of any kind, except domestic servants, farm laborers, and those who are prepared upon their arrival to take up land.

LAND AND RENTS

... So largely and rapidly have rents increased in the larger cities that it has become a grievous burden upon the laborer. In many of the places visited the increase during the last ten years has been from 20 to 25 per cent. This has been a serious charge upon the purse of the worker, and has, to a certain extent, overbalanced the increase of wages which has been obtained in many lines of industry. It is a cause for regret that no matter how great the increase, how serious the exaction, the landlord is all-powerful; there is no appeal from his decision.

In other lands it has been found necessary to fix a legal rent by the judiciary and if values increase in the same proportion during the next ten years that they have during the past decade it may be possible that some such method will have to be adopted on this side of the Atlantic.

It is difficult to present a practical solution to this problem, but if some means could be provided whereby the rent could be fixed at a fair and legitimate interest on the amount invested it would be a great boon to those who are seriously embarrassed from the high rentals which they are compelled to pay.

If, however, there are dark sides to be pointed out, there is also a bright spot, which may, with some considerable amount of gratification, be alluded to. There is at least one evil from which Canadians are exempt, and that is the tenement-house system, which is so prevalent in the cities and larger towns of Europe and the United States. In few instances that have come under our observation has the number of families in a house been excessive, or beyond what the requirements of civilization and decency would permit of.

And even these few were found amongst the very poorest of our population, and not in the ranks of the industrious workers. Where, in other lands, the crowding together of numerous families in close-confined tenement houses has become an evil of such vast magnitude that legislators have bent their energies to devise some remedy, it is becoming the rule in Canada for each family to be in possession of a house exclusively used and occupied by its own members.

This is a feature of our industrial system which is deserving of special mention and one in which we, as Canadians, may well take pride. ...

EDUCATION

... No doubt, up to a recent period, the educational systems provided were ample to meet the requirements of our population, but the rapid growth of the industries in the Dominion during the last few years has made it apparent that if we are to become a great manufacturing country more attention must be given to training our people to become artistic and skilled workmen.

There are no adequate facilities provided whereby the working-man can become conversant with that instruction necessary to fit him to become a good artizan, well up in the practice and theory of his business.

The necessity for practical instruction of this nature is more apparent now than formerly, owing to the change in the system of working. The old plan of apprenticeship, by which a young man was taught his trade, has disappeared, and we have nothing in our industrial system to take its place.

To be successful competitors with foreign manufacturers we must have workmen as highly skilled in their respective callings as those with whom they have to compete. To do so, the same facilities must be provided to give the cultivation and training necessary to acquire skill and knowledge as the workmen of other countries have.

The time has apparently arrived when the State should extend the present school system, by providing technical and industrial training schools for the youth of our working classes, where, under competent instructors (who should be practical men in the branches taught), those choosing mechanical callings can obtain a thorough theoretical knowledge of their business, as well as practical skill. A very general unanimity as to the desirability of this training will be found in the evidence in all places visited by the Commission, the manufacturers and the mechanics alike expressing a wish that something should be done to meet this want. ...

There can be no doubt that the proper authorities must solve this question in a practical manner with as little delay as possible. We must see that the education that the children are receiving is one

adapted to our industrial condition. It would be a misfortune to the country at large to continue in the present line. An effort should be made to instil in the minds of the young a preference for industrial avocations rather than the overstocked professional and commercial callings. ...

This Commission, therefore, recommends: 1st. The re-arranging of the curriculum in the public schools, with a view of making the instruction more practical. 2nd. The establishment of technical schools, with evening classes attached —

A Because children should deal chiefly with real things during the first years of schools life.

B Because using real things is the most certain way of exercising the child's intellectual faculties.

C Because it is the right of every one to receive such an education as will best fit him for the proper performance of his duties, in whatever sphere he may labor.

D Because the system of apprenticeship has been discontinued.

E Because improving the mechanical skill of the industrial classes must add largely to the wealth and prosperity of the nation.

F Because the great increase in the use of delicate and intricate machinery in manufacturing demands a more thorough industrial and technical training on the part of those who are to use the machines.

G Because it will increase the prosperity of the working classes and will elevate their social position.

H Because the moral effects of such training are good. Improving a workingman's position will make him more contented and happy.

BRITISH COLUMBIA

Victoria, B.C., 22nd February, 1888

HON. J. ARMSTRONG,
Chairman of the Royal Labor Commission,
Ottawa

SIR — I have the honor, as secretary of a public meeting held in this city on the 15th inst., to enclose a resolution passed at that meeting, to be forwarded to you as Chairman of the above Commission. The enclosed was printed in the *Victoria Times* of the 18th inst. An account of the meeting appears in the issue of same paper on Thursday, the 16th inst.

I have the honor to be,
Your obedient servant,
F.L. TUCKFIELD

RESOLUTIONS ADOPTED

The following resolutions were passed unanimously at the labor meeting held in Harmony Hall, Wednesday night last, the 15th inst., on motion of Mr. F.L. Tuckfield, seconded by Mr. E. Bragg —

Whereas, the Executive of the Dominion Government, at Ottawa, has been pleased to notify the citizens of this city interested in the enquiries of the Royal Labor Commission of Canada that any evidence or suggestions relative to labor and its relations to capital sent to the Hon. J. Armstrong, Ottawa, Chairman of said Commission, will receive the fullest consideration; therefore, this meeting, called in the interests of labor, in public meeting assembled, hereby resolves:

That it is the opinion of this meeting that not another acre of land should henceforth be deeded for railways, or any other purpose whatsoever, and in any case shall never be alienated forever from the Crown; that the basis of sales shall be, in country districts, 160 acres to each person, and that railways, telegraphs, etc., traversing the country, shall belong to the nation.

That the Chinese evil, now universally reprobated in every civilized country in the world, is a portentous political cloud and a gross social outrage, and should be more definitely legislated upon, both in the direction to prevent further immigration, and as a cure for the existing evils in our midst.

That governmental enquiries should be instituted to prevent, if possible, terrible coal mining accidents, two of which, during the past year, have startled and horrified the Province.

That manhood suffrage is the true basis of liberty in a country like ours, in which public schools and newspapers are universal.

That machinery is the greatest blessing from a social and commercial aspect, when used for the benefit of the employés, and, therefore, the profits should certainly be participated in by them; the capital utilized in manufactories should never receive more than legal interest.

That the lien law is essential where contracts are permitted; the garnishment of wages is an outrage and is virtually class legislation.

That the practice of distress for rent is a behest of monopoly, is class legislation, is an encouragement to landlordism, unjust speculation and greed, while it militates against the probability and often the possibility of the poor becoming owners of homesteads.

That labor organizations are the direct result of bad land laws, and the enormous power of capital uncontrolled by the Government, and that they are necessary in this country, where its great natural resources can be operated and owned (with the consent of the Government) by the capitalistic and monopolistic few.

That strikes are injurious, and arbitration is the only reasonable mode of obtaining justice, where all laws are in favor of vested interest and labor value is ignored; in a country where labor, the great giant that upholds the world, has virtually no rights but maintenance, while at the same time justice adjudges that both commercial profits and agents should be the servants of the workers.

That child-labor is a disgrace to civilization, also, that under-pay for female labor is a gross violation of common justice where equal work is performed.

That all legislation should be based upon the principle of the benefit and assistance of the masses; that capital, so called, if driven from the country thereby, is only an imaginary loss, as it is a mere medium of exchange, and can easily be created by legislation.

That, finally — The magnificent resources of Canada, under the control of wise laws, formulated according to the light and noble spirit of co-operation, and joint ownership founded upon natural laws, would make this great Dominion the most prosperous association of the world.

Be it also further resolved that the Secretary of this meeting forward the foregoing resolutions to the Chairman of the Royal Labor Commission, as requested in the communication from the Dominion Government.

2 ONTARIO EVIDENCE

TORONTO

...

A.W. WRIGHT, Journalist, Toronto, called and sworn.

By MR. HEAKES:

Q. Have you paid some attention to labor matters? A. Yes.

Q. Can you tell us some of the principal objects of labor organization? A. It depends somewhat on the kind of organization. Trades unions, of course, are organized for the purpose of bettering the condition of the members, in the way of wages, better hours and better terms of employment.

Q. Do you know if they have succeeded in accomplishing these objects to any extent? A. They have done.

Q. Are there not other objects for which workingmen combine than the advancement of their wages? A. Yes; the Knights of Labor are organized partly for that object, but principally to bring about legislative reforms — reforms in the laws and in the systems of society for the benefit of the working classes.

Q. Can you tell us any subjects embraced in this enquiry in which workingmen are particularly interested? A. I think they take a little interest in all of them. ...

Q. Have you given the subject of arbitration any study?
A. Yes; I have done so.

Q. Will you give us your views on that question? A. I think a board of arbitration, or some system of authorized arbitration, would be valuable to assist the employers and employés to come to an amicable settlement, but I cannot see how the decision of the board could be made binding.

Q. Do you not think that in the event of the employers and employés taking advantage of the board of arbitration there would be sufficient moral influence between the parties to carry out an agreement arrived at? A. I think where the labor organization is concerned, such as the Knights of Labor or any trades unions, the men in the organization who are not directly interested would be apt to compel the others to abide by the decision of the arbitrators, but I do not see what there would be to compel the employers to obey it, except they had some great regard for public opinion. It would be a great assistance, at all events.

- Q. Do you not think it would, to a very large extent, reduce the number of strikes that take place? A. I think it would.
- Q. Even though it would fail in some cases? A. Yes.
- Q. Are you sufficiently acquainted with the feelings of the workingmen to know whether such a provision would be acceptable to them? A. I think it would be acceptable. ...
- Q. Have you any knowledge of the proportionate part obtained by capital and labor in industry? A. I do not know that labor has any.
- Q. What proportion would you consider labor ought to have? A. One hundred per cent.
- Q. Have you ever given the subject of profit-sharing any consideration? A. Yes.
- Q. Do you think the principle of profit-sharing can be successfully introduced? A. It has been successfully introduced in some places. It is a very much better system than the ordinary wage system — it is much fairer — and I think that the system of profit-sharing would be more successful than a system of co-operation. Theoretical co-operation would be a better system, but I do not think it could be carried out so successfully as a system of profit-sharing.
- Q. Can you give us any example where profit-sharing has been a success? A. There have not been many in Canada; there are quite a number in the United States. It is not introduced to the same extent in Canada. I think the Ontario Canning Company has introduced the system to some extent.
- Q. On what basis do you consider profit-sharing can be successfully introduced? A. I do not know that any basis could be laid down that would be equally fair in all cases. Every trial would have to be made on its own basis, and it would have to be carried out according to the circumstances.
- Q. If the system of profit-sharing were introduced, what effect would it have on the employés, both financially and as regards the interest they would take in the business? A. I would say that financially it would better their condition, and naturally they would take a greater interest in a business in which they felt they had a personal interest. It would have the effect of giving the workingmen a larger share of the profits of their labor.

- Q. It would be less wearisome? A. Yes; and I think we would have a better quality of goods turned out.
- Q. Do you think it would have a tendency in any degree to remove the irritation between employers and employés? A. It certainly would have a tendency to do so.
- Q. Would there not be a danger in the other direction — that if profit-sharing were introduced, the employés would become suspicious of the returns made? A. That would be guarded against very easily, I should say, by giving them a proper insight into the working of the business, or have that done through a proper committee. Some proprietors in the United States adopted a plan of fixing a percentage that they give to each man of his wages.
- Q. Do you think working people would be willing to reduce the wages when the business was not profitable? A. I think in every case, if employers would take workingmen into their confidence and make a frank statement, the men would be willing to stand a reduction in bad times, if they felt satisfied they would get a corresponding increase when good times came round again.
- Q. They would be willing to share the fortunes of employers in all cases? A. Yes. ...
- Q. Do you think that the tendency to centralize capital has anything to do with the material prosperity of the working classes?
- A. It has to do with their want of prosperity.
- Q. Can you give us any idea as to what means should be adopted to obtain that percentage of advantage that working people should have from the introduction of improved machinery? A. In order to make a reply to that a long statement would be necessary. There are numerous ways in which the condition of workingmen may be improved. For instance, if we change our land system, and our system of transportation, and other systems I might name. What I mean by changing our land system is changing it so that we would give workingmen free access to the sources of wealth, and it is desirable to give them free exchange. Under the present system they have to pay to procure wealth, and then they have to pay for exchanging it. Of course, all the demands are made indirectly.
- Q. Have you any idea of the proportion of material advancement that this country has made, in say ten years, so far as the mass of

- the people is concerned? A. The aggregate increase of wealth is very great.
- Q. What is the aggregate increase of wealth for the whole population? A. When the aggregate of wealth is great and the increase of population is not so great the average increase of wealth must be great, but it does not follow that the distribution must be equitable.
- Q. Do you know any means by which the Legislature should interfere in the distribution of wealth for the benefit of the masses of the people? A. Only by the ways I have spoken of — by doing away with those systems of monopoly — I do not mean any ordinary systems of work, because monopoly has controlled practically the circulation of the country, and the railways have controlled the distribution of the products, and then our land system is a first tax on every man's labor.
- Q. Should not all means of public conveyance be controlled by the Federal authorities — the railways, telegraph lines, and so on? A. I think the railways and telegraph lines should be controlled by the Federal authorities, and some other things might be controlled with advantage. Monopolies, such as gas works, should be controlled by the municipalities and operated in the interests of the community, as also should be street-car lines.
- Q. Do you think that the various authorities, municipal or general, would control public conveniences on much more advantageous terms than under the present system, so far as regards advantages accruing to the people are concerned? A. All their earnings beyond the cost of running and operating should go to the people as a reduction of their taxes. ...

FREDERICK NICHOLS, Secretary of the Canadian Manufacturers' Association, called and sworn.

By MR. FREED:

- Q. Have you considerable knowledge of the manufacturing industries of Canada? A. I have had good opportunities for picking up knowledge regarding them.
- Q. You have travelled in different parts of the country in visiting manufacturing industries? A. Yes.
- Q. How long have you resided in Toronto? A. About seven years.

- Q. Do you know whether as a rule manufactured goods are imported more largely from the United States or from other foreign countries now, than they were some years ago? A. No, I think not; I think the reverse is the case.
- Q. What facts lead you to that conclusion? A. One very strong evidence to substantiate my conclusion is the fact that so many American firms are establishing branch factories over here. I can instance a good many. They find that, owing to the high protection we now enjoy, it is more profitable to start a branch here than continue to try and ship from their works on the other side.
- Q. Will you mention a few of such cases that occur to you? A. One witness just now was talking about the carriage industry. There is the Carrolton Carriage Co., of New York State, which has just made arrangements to start a very large factory at Brantford, the company having been given a bonus of \$20,000 by the city. There is another large factory, which is really a branch of the American concern, which was established two or three years ago in Gananoque. It was originally a Canadian firm, but the concern was taken over and enlarged, and now it is in a very large way of business indeed. In Toronto there are many instances. I might mention one of the most recent, the American Rattan Co. on Niagara street.
- Q. Have you any knowledge of the Meridan Britannia Works Co.? A. Yes; that was started as a branch of the Meridan Britannia Works of Meridan, Conn.
- Q. Where is the branch? A. In Hamilton. In Hamilton also there is the Canada Screw Company which was originally started under the auspices of the American Screw Company of Providence, Rhode Island. There is hardly a town in this Province of any importance but has a branch of an American concern that has been started in it. ...
- Q. We have had witnesses before us who have asked to have their names suppressed, because they feared their employers would resent their coming before us. Do you think there is any coercion of their men by employers of labor? A. I have no hesitation in saying that I think quite the contrary. There may be isolated instances, but I do not know of any manufacturing employer, and I know a great many, who would coerce his employés for testifying before a Commission of this kind. They are just as anxious for light to be thrown on this question as the laboring men are.

By MR. McLEAN:

Q. Do you think that any employer would inform you if he did coerce his men? A. I can answer that question by stating another instance. You know probably that the Manufacturers' Association has been blamed and criticized in the press for fighting the passage of the Factory Act. Those who know anything about it are aware that there was not one word of truth in it; the Manufacturers' Association never fought the Factory Act. When the Act came before both the Ontario and the Dominion Governments — and the Dominion Government can corroborate what I say — no effort was made in any shape by the Manufacturers' Association to prevent its passage. What the Association did do was to endeavor, when the Act became law, to see that impartial men were appointed as Inspectors.

Q. That is not answering my question. My question was this; if those bosses did use coercion would they be likely to tell you?

A. I noticed an item in the newspapers, probably a week ago, that an employé was afraid to give his name to the Commission when appearing as a witness, and I asked two or three manufacturers I happened to meet whether they had any objection to their men testifying before the Commission, and in each case I was told they had no objection whatever, that they were willing for any of their employés to testify. I am sure if there is any branch of industry respecting which the Commission may desire the employés to give evidence, the manufacturers are quite willing to let their employés come.

By MR. FREED:

Q. Does the workman stand on an equality with the employer of labor in the commercial transaction of selling that labor? A. That is according to circumstances. I think the law of supply and demand is just as applicable to labor as it is to the purchase of commodities. If, for instance, there is a scarcity of men, as there is sometimes, employés have certain advantages; if there is an over-plus of workmen the employer has the advantage. I was told on visiting a large foundry in Galt last week, one of the largest in the country, that they could not get men; that they were willing to pay high wages if they could obtain the right class of men. They had advertised but had failed to get them. That is a case where the workingman has an advantage.

Q. That is the exception rather than the rule? A. I think it largely depends on the season. At certain seasons of the year there is a scarcity of work; at other times there is an abundance.

Q. Are there not branches of trade in which the over-plus of labor is chronic? A. It may be so.

By MR. HEAKES:

Q. You have had no practical experience in that line yourself?

A. No; I have heard a good deal about it. In the cities it is more likely to be the case, especially, in a city like Toronto. ...

By MR. FREED:

Q. Do you know whether there is a great deal of friction at ordinary times between employers and employed in Ontario? A. I do not think there is an unnecessary amount — well, I do not mean an unnecessary — I mean an unusual amount other than there is in the United States; there is in fact a great deal less.

Q. Except in times of excitement the relations between them are friendly and pleasant? A. I think so in most instances.

Q. When demands are made is there generally feeling, or do they simply disagree as two men would disagree, about a piece of property for instance, without feeling? A. That is a question of rather too intimate a nature for a third party to answer.

Q. Do you know whether attempts are frequently made at conciliation between employers and employed? A. I think so. I think that manufacturers go sometimes further than they think they are justified to forward conciliation, probably in some instances. Of course it is a foolish thing for any factory to shut down for any length of time, because competition is keen and if they get out of the run of trade and cannot fill orders they will likely go to competing firms and once one man gets another's custom he is likely to hold it. ...

Q. Do you know whether there has been any improvement in the condition of the mechanical classes, or the reverse, say within ten years? A. Yes, sir. I have collected a great deal of information on that question. Wages rose from, say, 1878 to 1882 and 1883 with a pretty steady rise, but I don't think they are much higher now than they were then. I think about 1882 the maximum was about reached; in some lines there has been an increase since then, but not much of a general increase all round.

- Q. Do you think that working people have received any great advantage from getting more continuous work than they used to have? A. I think so, undoubtedly.
- Q. Do you think that the production in the factories, say, has been increased in greater proportion than the number of hands employed? A. That is a question about which I have my own ideas, but I would not care to state them specifically in evidence. If you would allow me to make a suggestion here I would say that there is involved in this question, as in many others, the necessity of a Dominion Bureau of Statistics. No person can answer authoritatively such a question; they can only go by general ideas or superficial information, in the absence of proper statistics. One person can speak for one particular trade but not generally; and every day the need of a permanent Bureau of Statistics for the Dominion is becoming more felt. We have no information, no data, upon which we can write or compile evidence on these questions since the last Dominion census. ...

By MR. KIRWAN:

- Q. How many hours of labor do you consider is a fair day's work for a man working at heavy work, such as moulders, bricklayers and carpenters' work? A. That is a difficult think for me to say.
- Q. I would like to have it from your standpoint? A. It is difficult for me to answer, because I had not sufficient practical information to enable me to judge of the amount of fatigue incurred by men in a given occupation.
- Q. Well in your own business? A. Well, in my business I work an average of sixteen hours a day.
- Q. Commencing at what time in the morning, if it is not an impertinent question? A. Not at all. I generally start at my office at 8 or 8:30, and five nights out of six I work until eleven o'clock at night, and some times to three or four in the morning.
- Q. Of course, if you were working as a moulder or heavy work of that kind you could not work sixteen hours? A. No; I am not physically capable of that, but I don't know that physical labor is always the hardest. ...
- Q. Now with regard to profit-sharing — do you think it would be beneficial to the employer, or an inducement to the employé to work on this profit-sharing plan. I am not talking of railroads or banks, or other corporations, but only of a concern where one

man employs a number of men? A. That is really a very interesting question, but one that I do not know that I am in a position to give an intelligent answer to, and for this reason, because in older manufacturing countries they have tried it, sometimes with success and sometimes without. There have been notable instances of its success, and there have been instances of its failure, and I do not know whether we have arrived at such a pitch of perfection that it would be possible to adopt that system.

Q. You don't know that it has been tried in this country? A. Well, it has not been tried; there has been no regular system of profit-sharing; but I have known firms who have had an exceptionally good year, or term of years, give a bonus to employés, but of course, that is not a regular system. I have known men act with equal generosity towards their employers. I know of a case where a mill was burnt down, and there was such good feeling among the employés that, knowing that the firm had suffered serious loss, each man offered a week's work free of payment to re-build the mill. ...

W.A. DOUGLAS, Toronto,

By the CHAIRMAN:

Q. What is your occupation? A. I am assistant manager of a Loan Company. I have prepared what I wish to say in written form, and if you have no objections I would prefer giving my evidence in that way. I may say that I come here as a representative of the Anti-Poverty Society.

(The witness then read the following paper).

To the Labor Commission from the Anti-Poverty Society.

In addressing you on the Labor problem we shall take the liberty of calling your attention to some facts respecting your present methods of distributing the products of labor.

Let two men settle on different sections of land. Years pass by, the one section continues to be a farm while the other has become the centre of a populous city. The farmer ends a lifetime of toil with a property valued from \$3,000 to \$5,000; the land owner has a property that may be worth a thousand times that sum. The service of toil rendered by the farmer has been vastly in excess of that of the land owner; but the reward of the latter has

been enormously larger than that of the former. It would not be difficult to multiply examples to prove that reward is not merely not in proportion to production but that it is inversely so. That part of society which produces the most must be contented with the smallest share of the product.

In discussing this subject it is necessary to point out that there are two kinds of values marked by clear lines of distinction.

The laborer plants some seed, say that of the cotton plant. He tends the growing plant, picks the wool, spins, weaves, and at last furnishes a finished garment. This is the production of one kind of value. ...

The other kind of value shows its characteristics most prominently in the case of land, and these characteristics manifest themselves very markedly in the growth of a city or town. When the population is small the value of the land is low; as population increases, values advance, and so long as population remains round that spot, the values continue. Note the wide distinction between this kind of value and the values of labor-produced commodities.

1st. Does it require toil for its production? No.

2nd. Does it indicate an increase of wealth? Does it appear with the production of some new commodity that had no existence in that form before? No.

3rd. Does the value disappear with consumption? Does it wear out? No.

4th. Is toil necessary for the maintenance or restoration of this value? No. ...

When a man obtains an acre of land at a value of one dollar or fifty dollars, and through the crowding of population that acre becomes worth a thousand dollars or it may be a hundred thousand dollars, can that man show that he has made any addition to the wealth of the world? Not by any means, but the very reverse.

As population increases, land becomes more scarce, the people are poorer in land.

The toil-produced values are a sign of increased wealth; the increased values of land caused by increase of population are a sign of diminution of wealth, an evidence that land has become more scarce. ...

Mark, therefore, what has taken place at every spot where population has centred.

As land values increase without toil for their production, and as the so-called owner of the land is allowed to appropriate this value without limit, therefore, these so-called owners may become wealthy without toil.

As the land value increases without the production of any new commodity, without any increase of acreage, so the land owner may become wealthy without producing any wealth; he may take and not make; he becomes rich, but does not enrich in return.

As land values increase with increased scarcity of land, with increased impoverishment of this commodity, the land owner becomes rich in consequence of the impoverishment of the rest of the community.

As land values continue for all time so long as population remains round that centre, and as these values require no toil for their maintenance or renewal, the land owner who secures a town site, obtains the power of living without toil, and he is empowered by our laws to pass this power on to his heirs and assigns forever.

The practical effect of our land laws is to place almost absolute power over the land with all its possibilities in the hands of one part of the community, with the power of excluding the other portion; and we find the result on this continent precisely the same as in the old world: poorly paid toil at one end and superfluous wealth with no toil at the other. ...

All these facts point to but one conclusion, namely, the appropriation of the ground rentals for public purposes — a simple land tax and the abolition of all other taxes.

To produce a garment requires the combined labor of a host of producers — from the cotton planter, to the saleswoman in the store. Justice and our laws insist that the value of this garment belongs to every one who has aided in its production, transportation or exchange.

To give a value of half a million dollars to an acre of land in the centre of Toronto requires the combined presence of one hundred thousand people; does not justice and should not our laws equally insist that this land value should belong to those who cause the value?

Let this value be appropriated as at present, and the permanent degradation of the toiler is inevitable. We simply ask that the values caused by the community shall be appropriated by the community for common purposes, and that the individual should be allowed to retain all that he produces except that portion that he would have to surrender for his advantage of location.

- Q. Of how many members is your society composed? A. Well, we started just a few months ago and I think we have been forty and fifty members.
- Q. Have you any branches? A. There are branches but we have not yet put ourselves in communication with them; it is a comparatively new movement, and I cannot tell to what extent it has gone. ...
- Q. You propose that the land should be taxed to pay all the expenses? A. Yes.
- Q. Municipal and general? A. Yes.
- Q. Provincial and Dominion? A. Yes. I should perhaps be a little more general. In specifying the values which accrue to land there are other commodities such as mines, water-powers and perhaps some others – natural commodities, with which the Creator has endowed the globe and which, being given by the Creator, belong to the whole community and should not be appropriated by any one class. Land, however, is the principal one, though there are a few other commodities in the same category.
- Q. You would tax the value of the land but not the improvements? A. Yes.
- Q. What is the original value of an acre of land in Toronto? A. My wife's grandfather sold land for about four dollars an acre sixty or seventy years ago.
- Q. And before that time it was worthless? A. Yes.
- Q. And you would put the tax at four dollars an acre on all the land? A. Yes, on that particular piece of land at that time say four or five per cent, or whatever rate might be necessary to pay the tax.
- Q. What would be the revenue from Toronto? A. I have not made an estimate of that.
- Q. Have you any statistics to show what the expenses of municipal, provincial or Dominion Government would be? A. No. ...

Q. Does not the society as its principles are set forth by Henry George really amount to a confiscation of land property?

A. Not at all.

Q. I think that is what he proposes? A. No, you are mistaken, quite mistaken.

Q. I think his idea comes to confiscation? A. No, it is simply a question of what is property. ...

RICHARD DENNIS, called and sworn.

By the CHAIRMAN:

Q. What is your occupation? A. Builder and contractor in the City of Toronto.

By MR. FREED:

Q. Do you employ men in all branches of the building trade? A. In one sense I do, but my principal work is carpentering.

Q. Do you take contracts in which you do all branches of work? A. Sometimes, but not often.

Q. What wages do you pay in the carpentering trade? A. The minimum rate is 22½ cents per hour, sometimes we pay as high as 27½ cts.

Q. Do you pay men according to ability? A. Just so.

Q. Is the matter arranged by a scale of prices? A. In my own case where there is a minimum rate I do not endeavor to go below it. If there is a price that is said to be the minimum price in the trade I do not on any account try to get men to work for less.

Q. But if you think the men were worth more than 22½ cts., would you be willing to give an additional sum? A. Just so.

Q. The scale fixed does not classify the men at all? A. No. I believe in classifying men. I think it is the most serious thing in connection with our trade, that men should be supposed to receive the same money for the same time.

Q. Would it be possible to rate the men? A. I think so; I have never found any difficulty.

Q. Would it be possible before a man is employed that you, for example, should know what his worth would be, and classify him into a certain grade? A. I do not think that could be done because I think the results would prove different with different bosses. If you will allow me to explain, what I mean is this. For instance; an employer might engage a man, and put him to work at which he

would prove to be a very good hand for that employer, and he would readily pay him 22½ cents an hour. The man might, however, go a few blocks distant to another employer, who could not give him that amount of wages, because the man would not be worth it to him, because he was employed at a different class of work, and one at which the master could not make the man's work profitable. ...

- Q. Do slow and inferior workmen get work as readily at any wages as quick and competent ones? A. I should certainly think not.
- Q. Would it be an advantage to such men if they were permitted to work at just such wages as they and their employer could agree upon? A. Most decidedly; it is eminently proper that it should be so. I feel so in the matter.
- Q. Do you think the Unions are an advantage to competent workmen? A. I do not, because I have found in my thirty-one years experience in Toronto that competent workmen will always get employment. Even in hard times I have always found competent workmen to be employed. I have many in my own shop, who have worked for me seventeen years, summer and winter, and have never had another boss.
- Q. Do you think the rates of wages would be as high if there was no union among the men? A. Pretty much so, because they can only look at it in one light — it is only an opinion, and I do not know that it is worth very much here — it is that it is simply a matter of supply and demand. Some thirty years ago I sent to the lower provinces to bring up men, and I got them for \$2.00 a day. I paid their fare here and took them home again.
- Q. That was an exceptional case, however? A. Just so, but we were very busy in Toronto, and men were scarce. ...
- Q. If a man stood alone in selling his labor would he be as independent as he is now as member of the Union, with the power of the Union at his back? A. I think so, because I have some men who never were in the Union, and probably never will be in the Union, but they always commanded the best wages. I might say that personally I have no objection to the Union; it is all right enough. The only thing I feel about it is that while some men may if they choose combine with a view of obtaining better wages and other advantages, other men who are independent should not be interfered with in any way.

- Q. You believe in personal independence? A. Yes certainly to the fullest extent.
- Q. There was a strike in the building trade in Toronto recently?
- A. Yes, this spring.
- Q. What caused that strike? A. The matter is past, and I do not care to be very dogmatic about it. But, if we would be very honest about it we might say that the men wanted everything and left nothing for the bosses. They wanted nine or ten things granted to them at one time, and they said that if the bosses did not grant the whole they would not be allowed to do business. It was simply such a demand that if the bosses granted it they would have to give up business.
- Q. What were the principal demands made by the men? A. One was that the men should be paid wherever they were working.
- Q. I do not understand your answer. A. They claimed that the wages should be brought to them wherever they were at work.
- Q. They would not be compelled to go to your office or shop?
- A. Just so. And another demand was that all men who called themselves carpenters should be paid alike. That is not practicable in our trade; it is easy enough in some trades. I can see that it is easy in some trades, but it is not practicable in a business like carpentering.
- Q. They did not demand that you should be compelled to retain incompetent workmen? A. It was not laid down in that way, because I claim that I always employ first-class workmen. They are not only good workmen, but they are gentlemen in every sense of the word.
- Q. Did they claim that you should not have exclusive charge as to whom you should employ and not employ? A. I do not think that it was put in that way.
- Q. How long were the men out on strike? A. I think ten or eleven weeks.
- Q. Were any attempts made before the strike, or during the term of the strike, at conciliation or arbitration? A. The men after a while got tired, and some wanted to do anything to get back to work again.
- Q. Were any efforts at arbitration made before the strike by either side? A. I do not think there were before the strike. If my memory is correct an offer to arbitrate was not made, because it was a very sudden strike; I never expected anything of the kind.

- Q. How long did negotiations go on between the employers and employed before the strike began? A. For a long time there was correspondence, which is all to be obtained from the men and the masters. The masters felt that the wages and everything else should continue this year the same as last year, and that there should be no change. There was nothing in the circumstances of the trade of the city to warrant any rise or any change, and the masters wanted the terms for 1887 to continue the same as 1886.
- Q. Did the question of hours come into this strike at all? A. I do not think so, because it was only about a year ago, if I remember rightly, that the men demanded nine hours, and it was, in my opinion conceded to the men in a splendid way. There was no strike on that account. It was simply understood that the men should work nine hours: the men wanted it, and they had it conceded to them.
- Q. When the men at last returned to work did they get their demands, or was the strike a failure? A. The strike was a failure; they came back exactly as they went out.
- Q. You treated them when they came back as before?
A. In what way?
- Q. You gave them the same wages? A. Those who had worked for me before received exactly the same wages when they returned; that was the understanding when they returned.
- Q. It was the understanding? A. Yes.
- Q. The employers have a union; they are organized? A. They have an Association. I suppose the majority are in it, but a great many are not in it.
- Q. Do you consider the organization a benefit to the employers?
A. I do not know. For years I had nothing to do with it; I can conduct my business as well without it as with it. I did not attend the meetings, and I do not care much about them.
- Q. Then you do not think Union is of any great advantage, either to employers or employed? A. I do not. I do not see it is any good.
- Q. If the employers had not been united in resisting the demands of their workmen would they have been able to hold out as they did? A. They could not go to work very well, because the trouble stopped all the building trade.
- Q. Would they not have conceded the demands of their men if they had not been united amongst themselves? A. Here and there was a

case where men got all they wanted, for you must understand that although there was a strike, there was a very large amount of work being done all the same.

- Q. The strike was not universal? A. No. There were lots of men at work. I had scores of men working.
- Q. Have you any knowledge of the number of men out on strike? A. It is variously estimated; I have no means of estimating it. Some people calculated the number at 1,200 or 1,600 carpenters in Toronto.
- Q. Not all out on strike? A. No.
- Q. Have you any means of judging how many were on strike? A. All I can tell you is what the papers said, and, unfortunately, what the papers said, or at least two of them, is not correct. Errors, of course, will get into the best newspapers. The papers said that 600 or 700 attended at the meetings. I do not know what the number was. ...
- Q. Have you any knowledge of any other strike in the building trade in Toronto? A. Yes, they have frequently occurred during the last twenty or thirty years.
- Q. What has been mainly the cause of the strikes? A. Out of my own line I have not paid any great attention to the matter.
- Q. Has it been a demand for higher wages? A. Yes, and shorter hours.
- Q. Have the employers ever tried to reduce wages? A. Wages have been reduced without trying very much, because it was inevitable. Years ago carpenters got \$1.60 a day, but I would rather be paying \$2.50 than \$1.50 or \$1.75.
- Q. It does not affect your profits? A. No; I would rather pay the higher wages.

R. SOUTHWELL, carpenter, called and sworn.

By MR. HEAKES:

- Q. You have seen the Provincial Act pertaining to trade disputes? A. No; I have not.
- Q. You have had some experience in trade matters? A. Yes.
- Q. Do you know there is a law in existence in this country which states that upon the application of any employer to the chief of police, the police shall be sent to protect any property or buildings he may have on hand? A. I did not know that until a few months ago, during our strike.

Q. Is it so? A. Yes.

Q. Do they have to pay for that police protection?

A. I cannot say.

Q. Do you know upon what grounds police protection is granted employers in case of a strike, and what evidence is required before it is granted? A. I do not know what evidence is required or why police protection should be granted them, because they have applied for it in the most paltry cases, and a force of police has been sent to guard their property.

Q. Was that done during the late trouble in Toronto?

A. Yes; frequently.

Q. Had there been any disturbance? A. No.

Q. No riots? A. No riots.

Q. And no attempt to drive men off work? A. No.

Q. The employers asked for protection, and police were sent?

A. Yes.

Q. Is labor handicapped by the laws of this Province?

A. We are, in that respect.

Q. Have you had any experience in workingmen's co-operative stores? A. Very little. I had a little, while in a co-operative store in the west end of the city.

Q. Can you state whether they have been a success or not? A. The one I was in was not a success.

By the CHAIRMAN:

Q. Has there been more than one? A. There is one on Yonge street at the present time. Whether it is a success or not I could not say.

By MR. FREED:

Q. Do you know what was the cause of the failure, or the comparative failure, of the store with which you were connected?

A. I believe there were a lot of bad debts.

Q. They gave credit where it should not have been given? A. That was one of the causes; and another cause was the members not buying all their goods in the store, but purchasing them at other stores.

Q. Was sufficient capital invested to conduct the business properly? A. I think there was. I was not in it very long before the business collapsed.

Q. Were you in it as a stockholder or as manager?

A. As a stockholder.

- Q. Was it a grocery store? A. Yes.
- Q. Was a trained grocer in charge of it? A. Yes.
- Q. He was a competent man? A. Yes.
- Q. A man of good judgment? A. Yes; I should think so.
- Q. He knew how to buy prudently, and so on? A. Yes.
- Q. Then the principal cause of the failure was the giving of credit where it should not have been given? A. Yes; and from members not dealing fully in their own store.
- Q. Did they give credit outside of the members? A. I rather think they did, because I dealt with them before I became a member.
- Q. The articles sold were as good and as cheap as those to be had at other stores? A. Yes. ...

JOHN SCULLY, Toronto, called and sworn.

By MR. FREED:

- Q. What is your business? A. I am a contractor's agent, and reside in Toronto. I supply laborers and mechanics for public works, such as railways and canals. When contractors require hands they apply to me and I procure them. I get a commission on the men I supply. Sometimes one hundred men apply for work and only five are hired. I look to the men themselves for my remuneration, as a rule. Sometimes I get a commission from the contractors as well. I also deal in contractors' plant. They put such things in my way. For nine or ten years I have hired men for the Canadian Pacific Railway. In 1879-80 I shipped men away to Port Arthur before the present syndicate took the railway in hand. The pay for laborers was \$2 to \$2.25 per day. Piece men made as much as \$4 to \$5 a day. Swedes generally work piece-work.
- Q. How much was deducted from their pay for their board?
- A. I believe \$4 a week, but some boarded themselves. Italian laborers state they wish to do this before they ship. They live much cheaper this way.
- Q. What were the lowest rates of wages paid by the Canadian Pacific Railway during construction in Ontario? A. \$1.50 on the Ontario and Quebec division. It was reduced to \$1.25 when the line was getting finished and men were more plentiful.
- Q. Have you ever sent men out to contractors who failed to provide work for them? A. I have sometimes had too many applications, and have engaged too many, and I have given them their money

back. A firm of contractors wrote and said the men sent out would not work. Then there was the case of a blacksmith who was directed to the wrong place.

Q. How do you procure these men? A. I advertise for them. Sometimes contractors from the United States come here to get men.

Q. Are there not plenty of men in Canada looking for work?

A. There are, at this time of the year. I do not have many applications in winter. In the summer there was plenty of work.

Q. Do you get many Italians? A. Quite a lot.

Q. Where do you get these men from? A. I write to the States for them. As a rule they pay their own fare. Sometimes I advance fares. The Canadian Pacific Railway carried men to the Pacific coast and charged nothing.

Q. Have you supplied men for the Welland Canal? A. I have. The pay was \$1.25 per day of ten hours, with an hour for dinner. That is the usual time.

Q. It is hard work, is it not? A. It is. Some of the men like it in preference to city work.

Q. The 'shanty' life is pretty rough? A. Well, it is not as clean as it should be. Sometimes vermin get in. The railway companies sometimes keep the men in boarding cars. There would probably be twenty-five men in each car.

Q. When the men are discharged do they get paid up pretty well? A. As a rule they do, but sometimes there is difficulty in getting paid.

Q. If the contractor fails, who is responsible to the men for their wages? A. The sub-contractor, or the man doing the work.

Q. Do men ever come back to you and complain that they have been badly treated? A. Oh, yes: sometimes they do.

Q. What do they complain of? A. About the shanties, cooking and boarding; most of the complaints were about the food being badly cooked, and not sufficient of it; also the bread not being properly made. ...

By MR. ARMSTRONG:

Q. In times of difficulty of contractors with their men, do you supply the places of the dissatisfied men? A. I only once supplied some men for a certain work, when I did not know there was a strike. This was at Oswego, and the men were returned.

- Q. What are your charges? I charge \$1.00. If a man does not get a situation I give the money back. I sometimes deduct 25 cents for my trouble; but, if they want the money, they get it.
- Q. Have you ever sent men out on speculation? A. I have not. I assure myself that all is right beforehand. The men I sent to Port Arthur all got employment. This last year I have not sent men to British Columbia; the year before I did. I have been pestered with applications to send men there this year. I never had any trouble with the men on coming back. About three dollars is the average charge for board in the shanties. Lumbermen work long hours — as long as daylight lasts — from six o'clock in the morning till five or six at night. As a rule, their fare is advanced. Sometimes contractors only pay a portion of the fare.
- Q. Is it common for men to receive a free passage? A. It is not customary, but there are exceptions. If the fare is advanced it is stopped from the wages. Sometimes the men change their names and the contractors lose the money. I have lost a lot of money by that myself. ...

JOHN WALKER, Secretary-Treasurer of the Crompton Corset Company, Toronto, called and sworn.

By MR. ARMSTRONG:

- Q. You represent the Crompton Corset establishment? A. Yes.
- Q. How many hands do you employ on an average? A. About 250 now; about 230 girls and 20 men. ...
- Q. Take the women help all through, what would be the average earnings per week? A. Well, now the average would not be quite so high, because I suppose 60 per cent of them have only just been taken on to learn the business, but as soon as they become skilled their average wage in summer time would be about \$5 a week and \$4.50 in winter.
- Q. Is there a competent hand to inspect the work when it is finished? A. Yes; we have four inspectors of the work at different stages.
- Q. If the work is not properly done is the operator fined or is there a deduction made? A. We have what we call repairers, and the time they occupy in adjusting mistakes and bad work is charged to the operators doing the work at the rate of 10 or 11 cents an hour. Of course, we make allowances for girls commencing the business

but after they know how to do the work, and should do it properly, then we charge for mistakes according to the time occupied in rectifying them. ...

By MR. HEAKES:

- Q. Can you tell us how many weeks in the year your hands are employed? A. We shut down a week at Christmas; you could safely say fifty weeks a year.
- Q. During all those fifty weeks, could they earn from \$5 to \$8 a week? A. Yes; if they work full time and attend to business.
- Q. Constant employment is furnished? A. Yes; constant employment for good hands.
- Q. At what age do you take girls to work? A. I think the youngest girl we have now is fifteen. ...

By MR. ARMSTRONG:

- Q. Did your establishment ever remove to Berlin? A. Yes.
- Q. Had you any labor trouble there? A. Yes.
- Q. Would you please tell us the nature of the trouble? A. I think it was late in December when we went to Berlin and we took up about twenty or twenty-five of our expert girls to act as teachers. After we got nicely running along, so that generally the girls from Berlin were making from \$2.50 to \$3.50 and \$4 a week, one afternoon, during Mr. Crompton's absence, they walked out in a body about 5 o'clock. I was telegraphed for to come up, and next morning I went up. They came there, and as far as I could find out they wanted to be paid exactly the same as our expert hands. I thought that was altogether unreasonable, and tried to induce them to come back to work; I told them no doubt Mr. Crompton would look into the matter, and if possible to give them an advance he would do so. They would not go to work, and did not go. They kept out. Mr. Crompton saw them, and found them so unreasonable he could not do anything with them. He said he would give them ten days to re-consider the matter, but at the end of ten days they did not apparently want to lower their terms in any way; so we merely went to work and loaded up our plant and took it back to Toronto, and took on fresh hands.
- Q. They earned from \$2.50 to \$4 a week? A. Yes.
- By MR. HEAKES:
- Q. Did those girls work any piece-work in Berlin? A. Entirely by piece-work.

- Q. Why were they not paid the same price for piece-work as is paid in Toronto? A. We considered a girl earning \$4.50 in Berlin was as well off as one earning \$6 in Toronto.
- Q. They were not paid the same price as the Toronto girls you took up? A. You cannot pay the same price for cheap work as you can for good work; you have to break your hands in on cheap work.
- Q. Did they not do as good a class of work as you required? A. No; but they might have done so eventually. No doubt by this time the great majority would.
- Q. At the time of the strike were not these girls experts in the work they were doing? A. Not by any means.
- Q. Is it usual to put a girl on piece-work when she is not an expert? A. We put them on piece-work right at the start.
- Q. Is the factory still running in Berlin? A. No.
- Q. It has not been running since the strike? A. No; we closed the place, took away the plant and locked it up.
- By the CHAIRMAN:
- Q. That was a loss to you? A. Yes; it was.
- By MR. HEAKES:
- Q. You took your factory from Toronto to Berlin? A. We moved partly, and our intention was to move there entirely.
- Q. Were facilities greater in Berlin than in Toronto? A. Well, we thought we could get cheaper labor in Berlin.
- Q. And because the girls would not work more cheaply you came back to Toronto? A. Yes; we would have made concessions if they had not been so unreasonable. ...

TIMOTHY EATON, Dry-goods Merchant, Toronto, called and sworn.

By MR. ARMSTRONG:

- Q. You are a dry-goods merchant on Yonge Street, I believe? A. Yes.
- Q. You sell millinery? A. Yes.
- Q. And boots and shoes? A. Yes.
- Q. What are the wages you pay your male clerks — the highest? A. The rate of wages runs in proportion as they are capable of taking different positions. If a boy begins at about fifteen years of age we start him at about \$3 a week. We have a lower grade, message boys; they are about twelve years old and they get less.
- Q. What wages do they receive? A. Two dollars a week.

By the CHAIRMAN:

- Q. Do the wages of your hands go on increasing? A. They run from \$2 to \$20 a week, according to their positions in the house.
- Q. How do you increase them; is it by the year? A. It is according to the positions they are able to fill.
- Q. What would be the increases they would receive — take a boy of sixteen or seventeen, what would he get? A. It depends on the capacity of a boy and what he could do.
- Q. Take an average boy of seventeen, what would he get? A. They are not paid so much by age as according to ability.
- Q. Take a boy of seventeen years, of average capacity? A. If capable of taking charge of a department he would get a rise quickly.
- Q. What would be the average salary of a boy of seventeen years of age, of average ability? A. It would run from \$4 to \$5 a week. When he got to know something he would rise as fast as he liked.
- Q. What is the highest salary? A. An average salesman earns from \$10 to \$12 a week. ...

By MR. ARMSTRONG:

- Q. What salary would a saleswoman of ordinary ability, when competent behind the counter, receive? A. Girls are more apt when young. They take hold more rapidly at first than boys. But boys in time exert themselves more and aim at being something and to rise higher. But with girls it is different, and the wages they receive depends entirely on how much they apply themselves to business.
- Q. What would you consider the wages of a first-class saleswoman behind the counter? A. From \$6 to \$8 a week.
- Q. What is the rate of wages you give young girls when they first enter, and at what age do they enter? A. That is a broad question. Some come in earlier than others; some go in according to circumstances; others are forced in, and others do not come in until they are pretty well up in years.
- Q. Have you any girls in your employ under twelve years of age? A. No; I do not think so.
- Q. What would be the rate of wages paid to them on entering your business first? A. We have small girls for running messages between departments — They are generally cash or parcel girls, and get \$1.50 a week to start with. When they get accustomed to the departments they get an increase of wages.

- Q. How long does it take them to get accustomed to the departments? A. I could not answer that; because some of the girls pick it up in a month and others will be longer.
- Q. What is the average time that young girls will remain at \$1.50 a week? A. One dollar and fifty cents per week is merely nominal wages. They come in to show what is in them. If we can use them they are kept and advanced; if we cannot use them we let them go. ...
- Q. What hours do those saleswomen work? A. We open at 8 and close at 6. In July, August and September we open till 10. In July and August we generally close at 2 on Saturdays during the slack months. We have done that for two years, and found it very beneficial to health.
- Q. How long are the hands allowed for dinner? A. One hour.
- Q. Suppose they are not back on time, are they fined? A. Yes; unless a reasonable excuse can be offered.
- Q. Is fining the exception or the rule in your shop? A. We only fine them about twice.
- Q. Suppose they are late the third time, what becomes of them? A. They chastise them. If they can give a reasonable excuse it is all wiped out.
- Q. Suppose they are late: what is the time they must be late before they are fined. Will five minutes after the regular time be sufficient? A. I think so; I am not exactly sure. I think they have five minutes grace.
- Q. Suppose a young woman was late fifteen minutes, what would she be fined? Would she be fined one hour or two hours' time? A. I think the fine is 10 cents. I could not answer with certainty, because I am not in that department. ...

By MR. HEAKES:

- Q. Do you have very many young people offering themselves as assistants, wishing to learn? A. Sometimes there are more than others. That largely depends on circumstances. We very often have applications from persons whose home life is upset by accident or death of the father or support of the family.
- Q. Do you think there are a greater number of people applying for positions now as saleswomen than would be wanted by the demand? A. I do not think so. We have a great deal of difficulty in getting the class of persons suitable to our business. ...

By the CHAIRMAN:

Q. You send them away? A. There are various reasons. Sometimes they go where they can do better. They get into a place where they think they can do better, and they go away from us.

By MR. HEAKES:

Q. Are the young women required to stand on their feet the whole time they are engaged in the store? A. Yes.

Q. Do you consider that a woman is capable of bearing the fatigue of ten hours a day? A. We have two sets of departments. Some of the women are capable of standing during that time, and prefer it; some sit. We have a great many young girls in the office and work rooms who sit all day. Then there are the cashiers and clerks in the office.

Q. The others are required to stand? A. Yes.

By the CHAIRMAN:

Q. Could not those in the store be allowed to sit now and then, when idle? A. Not very well. Anyone who requires to sit we remove to a place where she can sit if she desires to do so.

By MR. HEAKES:

Q. How many hands do you employ? A. We employ from 250 to 300 hands.

Q. Have you a larger proportion of male than female help in your establishment? A. I think they are about equally divided, as regards males and females.

Q. Do you consider the services of the females behind the counter equally as valuable as the services of the males? A. For certain classes of goods they are.

Q. Are they paid equal salaries for equal work they do? A. As nearly as we can arrange it. ...

JOSEPH FIRSTBROOK, Box Manufacturer, Toronto, called and sworn.

By MR. HEAKES:

Q. Your factory is in Toronto? A. Yes.

Q. Do you employ many men? A. We average between eighty and ninety.

Q. Do you confine your business altogether to box-making? A. No; we do some carpenter work and make some telegraph supplies.

- Q. Do you employ any boys? A. Yes; some.
- Q. What work do boys principally have to do? A. As a rule, they take away from saws, feed our nailing machines, and do such work as that.
- Q. How old would the boys be who take away from saws? A. We have three boys between twelve and fourteen; the others are older.
- Q. Do boys between twelve and fourteen carry lumber from the saws? A. No; they are working on nailing machines.
- Q. Does it require much skill to be proficient in box-making? A. No; I do not think it does. We changed our staff last May, and I think a month afterwards we were doing our work as successfully as with the old staff, and since then I think we have done it more successfully and with fewer mistakes.
- Q. What wages do box-makers earn? A. From 18 to 21 cents an hour. Some of our machine box-makers, unskilled men, get from 15 cents to 25 cents an hour.
- Q. Is there a uniform rate of wages among the box factories of Toronto? A. I don't know about the others, but there is not in ours.
- Q. No understanding as to what manufacturers usually pay?
A. Not in our shop. ...
- Q. The box-makers of Toronto are organized into an assembly of the Knights of Labor? A. I have heard so.
- Q. Had that anything to do with you changing your hands? A. Yes; I presume it had. I speak from what I hear.
- Q. Do you object to your hands belonging to a labor organization?
A. Not at all; I never have.
- Q. In what way did the formation of this assembly affect your business? A. It did not affect our business.
- Q. In what way was it responsible for your changing the hands in your factory? A. About an hour after our men struck a deputation of three waited on us and said there was a non-union man working in our shop, and if we discharged that man they would come back.
- Q. Was that the only reason? A. The only reason given to us.
- Q. Was any offer made to settle your dispute by arbitration?
A. No.

- Q. Both parties stood out? A. I think twenty-four hours after the men went out we had their places filled.
- Q. You had no difficulty in obtaining help? A. Not the slightest.
- Q. What wages do carpenters earn in Toronto? A. I do not know much about carpenters. We pay 20 to 25 cents an hour to those we employ. If we took advantage of the labor strike, I suppose during the winter we could save from \$100 to \$200 a week.
- Q. Is the supply larger than the demand? A. Yes; especially of unskilled men.
- Q. Do you find any difficulty in obtaining skilled men when you want them? A. Our business does not require specially skilled men.
- Q. What wages do machine hands earn in Toronto? A. Our hands earn from 18 to 25 cents an hour.
- Q. Do they have constant employment? A. We are working this month forty-four hours a week.
- Q. Is the factory open all the year? A. Yes.
- Q. In manufacturing telegraph supplies, do you require specially skilled labor? A. Not to any great extent. Our machines are automatic as regards feeding.
- Q. Are they attended by men or boys? A. Some by men and some by boys.
- Q. Have you found accidents occurring to boys working about machinery? A. No.
- Q. Have you had any serious accidents? A. We have had only one which I can think of, in which a boy was unfortunately killed, though it might have happened anywhere.
- Q. Is the machinery properly protected? A. I judge so. When the inspectors visited the factory they noticed one place — a hole of 16 or 18 inches where we pull lumber up. We had a piece of scantling down by the hole, and Brown said we should put a trap-door on. Our experience taught us that our plan was best, but we put on a trap-door. Besides this he suggested that we should board up a place where a belt came through, and we did so. These were the only things they found fault with. ...

By MR. KERWIN:

- Q. When the factory inspector visited your place, did you go with him yourself? A. I did.

- Q. Did he come to the office for you, and tell you who he was and state what was his business? A. I think there were three of them. They came to the office and told us their business, and I went with them through the factory.
- Q. Were they careful in examining everything? A. They examined so minutely that they noticed this belt that I speak of, which is in an out-of-the-way place, where we do not see it once a week.
- Q. Have box manufacturers in this city any organization? A. We have no connection with any.

By MR. HEAKES:

- Q. Did not some of the employers request the men to organize? A. If they did, we had nothing to do with it.

[Q. Did you ever hear that such was the case? A. I do not think I have. When the organization was formed we were favorably impressed with the objects of the Knights of Labor, as set down in their constitution and by-laws, and while we did not directly, we did indirectly, encourage them to organize, because we certainly were sympathizers with organized labor, although we may not have that reputation now. Our experience of it in 1887 was not very favorable to that view. In fact, our experience was that organized labor was organized tyranny. It was in our case, at least. ...]

By MR. ARMSTRONG:

- Q. At the time the men organized, were their wages raised? A. Yes; their wages were raised. They had the whole thing in their hands in 1887; they ran our business, and we had nothing to do with it. ...

By MR. HEAKES:

- Q. Do you remember the reasons assigned by the manufacturers for requesting the men to organize? A. No; I never heard that they did request them.
- Q. Did you hear that the reason assigned was that if the men were organized, there would be a scale of wages in every shop? No; I did not. I have heard hints about it. There are several box-makers in Toronto, but box-making is only a small portion of their business, and to us, who employ a great many more box-makers than all others together, it is a matter of great importance. ...

By MR. ARMSTRONG:

Q. A high rate of wages does not prevail at the present time?

A. I think our average throughout the shop is quite as high as in 1887, though our wages to box-sawyers and box-makers may not be quite so high.

Q. At the time of this trouble in May last you say the men wanted the discharge of a non-union man? A. A man who I understood had been a Knight of Labor, and not satisfied with the way they did business, I believe, had left that society.

Q. Has your firm ever made a practice of reducing men who were prominent in labor organizations from good to low work? A. Not knowingly. I asked at this time if the firm had made any difference between union and non-union men, and the reply was, no. I said to this man about whom the trouble was: 'Have any of the firm ever said anything to you, either directly or indirectly, that they wanted you to help them to get the Knights of Labor out of the shop.' He said: 'No.' I said: 'Have you said anything to the Knights about getting them out of the shop.' He said: 'No, I am perfectly willing to go before those men and say I did not say any such thing.' We let ourselves right down in that trouble. We did not even take the stand we could as men have taken, because we felt the men had been misled, and their feelings had led them away.

Q. Was there a man brought in from the country and set to work at a saw who had a portion of his finger taken off? A. There were two men; one of them was put on a dove-tailing machine and had been working on it for some time and appeared to know all about it; he took a stick to knock some dust off, which was entirely unnecessary, and the stick caught and drew in part of his hand.

Q. He did not know any better? A. Yes; he did know better. He was like a good many others. We had a man killed a few years ago who had been accustomed to machinery all his life, and he did a very foolish thing. We had a belt, and when we wished to take it off we stopped the engine and turned it back, and the belt slipped off. This man was a foreman, and I presume he thought he would save time and go down stairs and pull the belt off. The foreman upstairs heard the belt striking on the floor and came down, stopping it in the usual way. He was standing on the floor running the belt and saw this man lying on the floor dead. He had gone

down to take off the belt and had acted very carelessly. As for accidents occurring to inexperienced men, we have all to learn, and ever since we have watched our men. During the last eight or nine months we have had fewer accidents, the work is done better and we have no trouble. The men are better off than they were in the places they came from and our business is in more satisfactory form. We have no Knights of Labor now. We had so much trouble with them that if I were guaranteed the same amount of trouble for the next two years I would close down the shutters and go and work for somebody else.

By MR. HEAKES:

Q. Have you satisfactory work now? A. Yes; 1887 was the best year we have had.

Q. The accidents you have had have occurred through the carelessness of the men? A. Most of them; though I do not think there is a wood-working shop in the city which has more than half the number of machines we have, and we have a large number of machines. Other places have had accidents, but we have not had one for months. Taking the average of last year, I do not think it was any greater than, if as great as, in former years. ...

By MR. ARMSTRONG:

Q. Would it surprise you if one of your old hands should make affidavit that accidents take place about twice a month? A. I should simply say the man was a liar. I can prove it. I should not be surprised if they should say accidents occur daily, or something of that sort. I have heard of some of our former employés saying they occurred every day, and so on. I should be surprised to hear anybody tell me that we have an average of two accidents a month, or an accident in two months, and I think when you consider the fact that we have a great many more machines than any other wood-working establishment in Toronto, you must make some allowance for that. ...

JAMES R. BROWN, Factory Inspector, Toronto, called and sworn.

By MR. HEAKES:

Q. Have you completed the inspection of factories in Ontario? A. Well, we have completed what may be termed a preliminary inspection. There are certain forms required in connection with the Act, and these forms have only been got up about the latter end of the month.

- Q. Has each inspector a separate district? A. Yes.
- Q. What is your district? A. The central district.
- Q. Has the inspection which has just closed been an inspection such as was contemplated by the Act? A. I may state that our instructions were to visit the larger places, with the view of ascertaining how far they were complying with the requirements of the Act.
- Q. It has not been a close scrutiny of the places, has it? A. Well, of course, I have endeavored, as much as possible, to ascertain if everything was in accordance with the Act, as far as practicable.
- Q. What was the general condition of the factories which you have been through yourself? A. I may say that under the Act we take a note of the time worked by the females and children, and also with reference to closet accommodation, fire-escapes, fencing of belts and gearing, and hoists and elevators. These are the principal things.
- Q. Did you find in many places where women were employed that they were working longer than the Act contemplates? A. Not in a great number of places. I found that principally in woollen mills.
- Q. What were the longest hours for which you found women employed? A. Sixty-six hours a week.
- Q. Did you find any opposition to shortening the hours? A. No; in each case where I found them working that time the employers stated that they were not aware the Act had been in force, and they were waiting for some formal intimation about the matter. Of course, they stated they would comply with the Act and reduce the hours of labor, so as not to exceed sixty hours.
- Q. Did you find many factories in which women were employed where they worked less than sixty hours a week? A. Yes; in the majority of factories women do not work as long as men, with the exception of woollen mills.
- Q. And cotton mills? A. Yes; though I have only one cotton mill in my district. ...
- Q. Did you notice in those places any large percentage of children? A. Yes; in some of them — in the cotton mills and some woollen mills, in cigar factories and knitting works, and some others.
- Q. Were there many of those children below the age designated by the Act? A. Well, I found about forty girls under fourteen. Girls are not allowed under fourteen nor boys under twelve. I found six boys altogether nine years of age, and some few ten or eleven,

but employers stated that when the Act was passed they endeavored to meet its requirements, and had discharged quite a number of them before we visited their establishments.

- Q. Did you find, where young children were working, there were any exceptional circumstances? A. You mean with reference to parents?
- Q. Yes? A. Well, in some cases we found orphans, and some few were under age. These were the only exceptions. In each case, however, they were a few months under age, but that is one of the difficulties necessarily connected with the working of the Act.
- Q. Did you find a general willingness on the part of employers to comply with the Act? A. Yes; I only knew personally of one who complained about it. He said he did not think Government should interfere at all, and he had one hand nine years of age. That was the only case I found where there was any dislike to carrying out the Act. ...
- Q. What was the general condition of the machinery in those places you visited? A. Well, in planing mills I noticed that as a rule there was a great want of fencing in connection with belting. This was also the case in other wood-working shops. In many of these places, too, they have no fans to take away the shavings and dust from the machines. Some, of course, have them, but the great majority have not.
- Q. Did you find that shafting was properly protected? A. Yes; in a great many places they have not those upright shafts.
- Q. And the gearing? A. Well, in some places the gearing is not protected at all, but I noticed in machines lately constructed they are beginning to put covers on the gearing now.
- Q. Did you find well-holes or hoists generally protected in factories? A. In many places they are protected simply by a bar, in others by a trap-door, and in some by sliding-doors. Some are automatic, and so on.
- Q. Which is the best protection? A. I think the automatic sort is the best. In one of those places where they have simply doors there have been two accidents where they were used. There were youngsters looking down, and not noticing a hoist was coming down it caught them on the head. In one case it nearly resulted fatally. ...

Q. What was the general sanitary condition of the factories?

A. At the time we made the inspection it was in the heat of the summer, and I may say that, with reference to the closets, in some cases we found them very filthy, especially those which were outside in pits. For those we recommended the use of disinfectants. Some which were automatic we found clean. However, we often found them stuffed up, the employer stating that to be in consequence of shavings or something of that kind being thrown into them.

Q. Did you find many buildings imperfectly ventilated? A. Our visit was in summer, and all buildings were open, as far as could be. Of course, this cold weather you cannot tell, but if you ask as to that you are told there is no complaint. There are some places where ventilators are used, as in factories where acid is employed for the purpose of carrying off the fumes.

Q. As regards drainage, did you inquire into that? A. No; there was only one place where I had a complaint, and that was from the employer himself. A city drain backed up water on his place and caused a very offensive smell. He said he had reported the matter himself, but could not get anything done, and he stated that he would like if I could get anything done in the matter. Of course, all we had to do with were employers, who alone are held responsible under the Act.

Q. In making an inspection, did you inquire from employés or employers for information? A. In some cases I have asked employés, but have found difficulty in getting them to say anything; in many cases where there was no one present; and latterly I have not taken any notice of the men. However, in several cases I have had complaints sent to me with reference to matters.

Q. Did any of the employés state why they did not wish to give information? A. Well, as I understood it, they did not want it known that they had said anything to me, I suppose for fear they should be discharged.

Q. Generally speaking, and after going through the places you visited, do you think that the condition of shops is satisfactory? A. Well, some of them are very satisfactory and others again are not — far from it. ...

Q. Did you find many places that were unfit for people to work in? A. I have seen some places where they did not seem to be

what I would consider comfortable places to work in by any means, and in some moulding shops I have seen what I would consider a very unsatisfactory shelter for employés.

Q. You mean open, drafty shops? A. Yes; where you could see daylight through; they were not hot, by any means – what one would expect.

Q. Do your duties charge you with the inspection of other shops and factories – such as tenement house shops? A. There is a certain provision in the Act that in those dwelling houses where no machinery is in use we are required to get a certificate before we can go into it – even if it is a factory.

Q. Do you, in carrying out your duties, examine those shops that are commonly known as sweat shops? A. I should consider it my duty to inspect them if they came under the Act.

Q. Have you found many of those sweat shops where large numbers of men and women were employed together? A. Not many. I have been informed of one or two, but on going through I found I was powerless in the matter. Of course, they did not come under the Act.

Q. Do you not consider that those sweat shops are more injurious than large factories? A. Of course, that is a matter on which I can hardly give an opinion. It would be only hearsay evidence, at all events.

Q. You have no knowledge of it? A. Not any personal knowledge.

Q. The Ontario Act does not cover that class of establishments?
A. No. ...

By MR. McLEAN:

Q. Do you notify any of the manufacturers before you visit them that you are going to inspect their premises? A. For the first visit we always notify them and tell them who we are. We are supposed to do that the first time, and of course if they demand a production of our certificate we have to produce it. ...

Q. Have any of the manufacturers sent any of the boys and girls home when they know the factory inspector was coming around? A. In one case only we heard that report. It was stated to have been done in one case, where the firm had two boys under packing cases while we were going up stairs and they sent them down by the hoist.

By MR. HEAKES:

- Q. Have you found any general inclination on the part of the manufacturers to avoid an inspection of their premises? A. No; I have not found anything of the kind. Of course, there may be other places where they have hidden their work hands, but I do not know them.
- Q. How many hands does the Factory Act require to be employed in any place before the inspector may visit it? A. You may visit any place to ascertain the number, but the Act cannot be enforced where the number is under twenty people employed.
- Q. In such a case as was mentioned to-night you would not have power to interfere, because there were only fourteen hands employed? A. No.

By MR. FREED:

- Q. Have you found a general desire on the part of the work people with whom you have come into contact for a Dominion Factory Act? A. No.
- Q. Would you be likely to know if such a desire prevailed among work people? A. I have heard one or two express themselves to that effect, nothing more; I never heard anything said in the shops about it.
- Q. Have you conversed sufficiently with work people to enable you to know if such a desire exists? A. Yes; I think so. I have heard no expression from them with regard to it. ...

JOHN HEWITT, Rating Clerk in the City Waterworks, Toronto, called and sworn.

By MR. HEAKES:

- Q. You have paid considerable attention to matters affecting the workingmen of Toronto, I believe? A. I have.
- Q. Looking back over your experience, how does the condition of the workingmen compare with their condition, say fifteen or twenty years ago? A. If you take it on the basis of intellectual advancement, I believe there has been a marked improvement, but in regard to the material condition of the workingmen I cannot see any improvement; I think their material condition is rather more stringent than it was years gone by.
- Q. Can you give any reason how it occurs that while the workingmen have gone forward in their intellectual capacity their condition

has not advanced materially? A. I believe the reasons rest nearly altogether upon the economical laws that rule civilized society. We find one of the most notable features of the advance of civilization, especially in new countries, is to centralize and monopolize, and centralization and monopolization are always antagonistic to the interests of the working classes, and will continue to be so.

- Q. Could you point out what direction some of those causes have taken, and what their effects have been? A. Of course, the great questions that affect labor may be taken on two basic conditions — wealth and monopoly in land. Of course, we have not felt this as severely here, as it has been felt in the old country; but there is one thing certain, and that is, that if the conditions that have produced monopolies in land in the old countries continue to exist here they are going to produce the same results. Then I consider the accumulating of money is altogether too great. Money is the great distributor, and I think that without going into any very deep reasoning we must come to the conclusion that the portion of the products of labor that goes to capital and land is altogether controlled by the power of money to accumulate, and I think in that one particular the work of legislation should be brought to bear in the interests of the working classes, because money is altogether a legal creation, its legal powers to represent measures and exchange values, and accumulate by interest. If you take the condition of things, even in the most favored Province of the Dominion — and I happen to have considered, when my time was less occupied than it is now, many of these questions that are now under the consideration of the Commission, and I gave some thought to this question particularly — it will be found that our material wealth in the Province of Ontario, after deducting expenses of living, has increased at the rate of less than 3 per cent per annum. In order to produce that result the united efforts of capital and labor have been put forth, and yet it has been less than 3 per cent, and yet at that very time we were paying for one of the factors, a factor that did not do the work, 6, 7, 8, 10 or 12 per cent. The simple result was that labor had to live, and to give 3, 4, 5 or 6 per cent of the portion that ought to have gone to labor to those that held the money. Consequently,

you have centralization of wealth, and you cannot have it otherwise so long as that condition of things exists. ...

- Q. Can the principle of co-operation be successful in manufacturing? A. We are growing up that way. You want a plan of technical education for your people, and coupled with that a sterling morality, and if you arrive at that point I feel quite satisfied that co-operation will not only be practicable but that it will be the solution of a great many questions that now trouble the working classes.
- Q. Co-operation in manufacturers would, to a large extent, remove the restlessness of the working classes, would it not? A. It would altogether remove it if they controlled their own capital. It would give them an opportunity of participating fully in the product of their own labor. ...

By MR. ARMSTRONG:

- Q. Have you noticed during the past fifteen years any improvement in the labor classes through the direct influence of organized labor? A. Yes; I have always considered that organized labor, although any direct pecuniary advantage that may arise from it may be very problematical, has the effect of bringing the men into better relations with each other by means of the association.
- Q. Has it any tendency to improve the moral character of the men? A. Yes; it has a good tendency on the moral character of the workmen; it has invariably a good tendency, so far as my experience has gone.
- Q. Do you think a man working long hours and employed on hard work has a greater temptation to use intoxicating liquor than a man who does not work such long hours? A. Most decidedly so. I desire to say here, in addition to my first statement in regard to centralization and monopoly, that the question of short hours is an important question to-day. We are suffering to-day, not from any stringency, or from any want of anything in the line of protection. We are suffering right along the line, and have been since I have ever been connected with labor, on the surface, and the effect is that we have increased the facilities of production year by year, and I consider that the adoption of the eight-hour system would very largely remove the grievances that now exist in the ranks of labor. I am, moreover, further convinced that even with eight hours' labor we can produce a surplus, and that is one

of the ways, I feel that labor can participate in some of the products it produces.

By MR. HEAKES:

Q. Has not the introduction of machinery cheapened production to such an extent that the hours of labor might be profitably shortened? A. Certainly, and that the hours of labor might be shortened every time you simplify production. ...

J.J. FRANKLIN, Superintendent of the Toronto Street Railway, called and sworn.

By MR. HEAKES:

Q. Will you kindly tell the Commission the earnings of the men employed on the street railway? A. We have different rates. Do you want any particular rate?

Q. We want the average earnings of the men employed on the street railway? A. The conductors receive \$10 per week for six days work — they do nothing on Sunday — or at the rate of \$1.66²/₃ cents per day. Drivers for the same amount of work receive \$1.50; stablemen, \$8.50 per week. They have to attend about one and a-half hours on Sunday morning and about the same in the afternoon, and we call their work seven hours, although they work, as I have said, only about three hours on Sunday, one and a-half in the morning and one and a-half in the afternoon, tending and watering the horses. Our laborers receive \$1.33¹/₃ cents per day, or \$8 per week of six days. We have men receiving \$12, \$13 and \$15 per week in connection with the road. They are men who are above the class of conductors.

Q. Are mechanics who work from 10 to 6 receiving as high as \$2.25 a day, \$2.50 and \$2.75? A. Our blacksmiths in the shoeing department earn \$10 a week, and foremen \$11 and \$12. Our men, as a rule, in those departments, remain without change; they become connected with the company and stay there and seem to be satisfied. In all our departments men work six days a week with the exception, as I have said, of the stablemen on Sunday who go in the morning and afternoon to attend to the horses.

Q. How many hours constitute a day's work for drivers and conductors? A. They average, as near as I could get at all round, about eleven and a-half hours a day; that is about sixty-nine hours per week of six days. The sole duty of the drivers is to drive and

they do not have the care of their horses after they are brought to the stable, but they simply drive them. They are on the cars about two-thirds of their time. Conductors have nothing to do with the horses, but simply attend to the collecting of the fares.

- Q. Do you think the hours can be reduced without causing any inconvenience to the public? A. That is a question that has caused a great deal of discussion in the United States by probably more clever men than I am, and I can only repeat to you the general verdict arrived at there, that they consider that twelve hours a day for a man's work is about the accepted time. It entails a great deal of trouble when you go under that. Of course, on the other side they worked their men a great deal more than that until recently, but in this city we have always worked our men the time I have told you, never over that. No man has worked since my advent over twelve hours; always under that. In order to relieve those men a great deal of extra trouble would be caused, and I do not think the public would be as well served if you relieved the men under the present time, for you would have to get another and a special class of men to relieve them. That would all be necessary for one hour's work; it would entail the hiring of a lot of new men, and you would not get the same class of men to go on the road for one hour as you would permanently. A commission sat in Brooklyn examining this matter, and the heads of a great many departments were there and they found that they could not consistently work their men under twelve hours; otherwise the public would suffer as well as the company. ...
- Q. Do the men frequently leave the service of the street railway company? A. Yes; I do not know that they leave it frequently, but we have men who leave to better themselves, or think they may do so; but my experience is that they always want to come back.
- Q. As a rule, do the men employed on that kind of work stay any length of time at it? A. Yes; we have men in the service who have been there for a good many years — since I came here, and I have been here seven years in the city with this company; and we have men who came here and that I took on myself after I arrived.
- Q. Are the men fined for being late, for instance? A. No; never. We never fine any man whatever. We tell a man when we hire him: 'Whenever you think you can better yourself we do not require any notice and you can go and say that you want to go. There are

times and occasions when we do not want the service of men, and if you do anything that is not quite proper we will do the same by you, namely, we will tell you that we do not want you. We do not expect to receive any notice and we do not give any.' We could not go on if we had to give every man notice. There might be something wrong about a man's money business, and yet we would not be justified in telling him about it. The man would think less of himself if we did so.

- Q. How often are the men paid by the company? A. On Friday night; we never owe them a 5-cent piece.
- Q. Is there any objection on the part of the street railway company to men belonging to a secret society of any kind? A. We have no objection to men belonging to anything except labor organizations; we do not employ men who belong to labor organizations.]
- Q. Are the men in your employ required to sign a paper previous to entering your employment? A. They are.
- Q. What is the nature of that agreement? A. That they will not join any labor organization while in the employ of the company.
- Q. And if a man joins such an organization, what is the result? A. It is optional with us whether we keep him on or not.
- Q. And do you consider that labor organizations have a bad influence on workingmen? A. I could only speak for the company; and I say as regards our company they have — I do not speak for anything else.
- Q. Have you any knowledge of any benefits that workmen have derived from the organizations? A. I have not. I do not pretend to study the question outside of our own concern. I do not know enough about it.

By MR. ARMSTRONG:

- Q. Have you ever had any trouble with your men? A. Yes.
- Q. Will you tell us the nature of that trouble? A. It was a trouble — I really could not go into the whole matter. The men saw fit to quit the service of the company. We had, as near as I can recollect, discharged several men for very good and valid reasons. We were not able to tell those men what they were dismissed for. They went about among the men, and were picked up by some people who run some of the labor organizations in Toronto, and through them dissensions were brought into the company — the men were asked to join, and all that kind of thing. The trouble

began in this way and it ended in the men going out. That is the thing in a few words.

- Q. Did the men make a demand on the company for shorter hours of labor, or an increase of wages? A. I do not think they did; in fact, they did not. In my recollection of the company we have never had any trouble, except one from a few men in a certain department about an increase of wages, and it was given. But as regards this general demand of the men for an increase of wages, I do not think there was any; in fact, I am sure there was not. ...
- Q. When the men work eleven and a-half hours a day, what time have they during which to enjoy themselves with their family and obtain mental improvement? A. I have given that question some thought, and I have given a good deal of attention to the matter of having shorter hours. The matter is like this: we try to pay the men fair wages, and we could not very well arrange the service so as to suit public convenience in any other way than we do. The reason I have already given why we could not reduce the hours was because we would have to pay an entire set of new men on the road for one hour only. ...
- Q. Have you given any thought to the condition of your men? A. Yes; and I have studied to some extent the condition of similar men on the other side, in New York, Boston, Rochester and Buffalo and Chicago; I know a great deal about those cities, and the wages that are paid there by the street car companies. I repeat that on a comparison our men are better off than the men are there. ... I am speaking of the majority of the men when I say we have not had any trouble with them, and I think they consider themselves fairly treated. Of course, it is a very peculiar business to conduct. There are things about it that are commonplace sometimes, but that is not the end of it.
- Q. After a man puts in a square, honest day's work to your satisfaction, do you think that you should tamper with his liberty in regard to saying whether he should belong to a society or not? A. We never thought so until we had it proved to us. When this was unmistakeably proven we made up our minds that we would not interfere with labor organizations so long as they interfered simply with the men's rights, but when they interfered with the company's rights that was a different question altogether.

By MR. CARSON:

- Q. You say that before the trouble, a year ago, the company agreed well with its men. Can you give the Commission any idea as to how long the men remain in your employ — conductors and drivers? A. We had men two, three and four years. I could not give you a general idea, but we have a record of all those men in our books, most complete records of everything done during the last four or five years, and I can certainly say that we have men who have been in the service a long time, and I thought a good deal about that.
- Q. Was there, during those years, any discontent on the part of the men? A. I do not remember any discontent having arisen, except on one occasion some years before that, and it was of very short duration. The trouble commenced about four or five months previous to the men going out. I may tell you this, and I tell you it with perfect truth, the company has never had any trouble, except from discharged men. I say that from knowledge and knowing it to be a fact. Unfortunately the labor people do not understand the distinction between those men and men in the company's employ, and they take discharged men up and hear what they have to say without hearing the other side. ...
- Q. You do not want that cause to be known? A. I always felt that it is rather an injustice to the men if it is known. If a man is not the man you want it is unnecessary to brand him before the public as being a man of a certain class. I always endeavored to put the matter as quietly as possible with a man; that he is unfit and that it is not wise for him to know what the reason for his discharge is, and the company must have credit, for I never discharge men for doing nothing.
- Q. If it came to your knowledge that a good man, who has been in your employ for some time, belonged to a labor organization, would you discharge him? A. No; not simply for that fact — not until he brought the organization business into the affairs of the company, and began to work to promote the organization. Then I do not say what I would do. If there is a man in the company's employ, and I know him to be a member of a labor organization, but he works along quietly and minds his own business, I do not think we would interfere with him. I am the man who has charge of those matters, and I would do nothing to him. ...

By MR. FREED: ...

- Q. Before this strike of which you have spoken, did the men themselves make any demands on the company? A. I do not think they did before the strike. I have no recollection of it.
- Q. Had the men themselves at any previous time made demands upon the company? A. I think, if I recollect rightly, about three years ago there was a demand made, and at that time the wages received were \$8.50 per week for conductors and \$8 for drivers. There was a demand made, I think, and I also believe the demand was acceded to then, or shortly after the demand was made. We graded our men then; we gave men who had been in the service a certain time higher wages than others.
- Q. Were any of the men discharged shortly after the demand was made? A. I do not remember the company being called upon by any of the regular men in their employ. I remember one of the strikers coming there, or heard he did so, but he was not in the employ of the company.
- Q. Has it been the practice of the company to discharge men who have made themselves officious in getting shorter hours and higher wages? A. Not unless they neglected their work, or were disseminators of trouble.
- Q. Even after so doing he did not neglect this work? A. That would be a question for the company to decide; it is quite questionable what the company might think; if the company thought so, of course it would be satisfactory.
- Q. What were the demands made on the company at the time of the strike? A. I do not know of any demands being made.
- Q. Were not any demands formulated to your knowledge? A. I do not really know.
- Q. Do you not know what the men struck for? A. I do not think a great many of themselves knew. I think it was a kind of a forced arrangement all the way through. I think a great many of the men who went out did not know themselves why they went out. I was told so by the men. They were called out by the authorities, and had to go out.
- Q. Did any of the men who struck finally return to the service of the company? A. Yes.
- Q. Are you able to tell us what proportion of the men came back? A. I do not think more than, probably, fifteen or twenty were taken back.

Q. Had you filled their places? A. Yes.

Q. Had you any difficulty in getting men? A. None whatever. ...

By MR. ARMSTRONG:

Q. How many men were out of employment at the time of the labor difficulty; or was the service stopped altogether? A. No; it was not stopped altogether, but the service was very inadequate. You refer now, I suppose, to the last big trouble?

Q. To the trouble in March of last year? A. The service was stopped one day or two days on account of the trouble in the streets, but after that the service was never stopped entirely.

Q. Do you know the number of hands you took back after the strike as compared with the number of applications for work made by those in the employment of the company? A. I think we took back fifteen or twenty.

Q. And how many returned after the first difficulty? A. They all came back then, but there was a misapprehension about it at that time. ...

R.C. WINLOW, Manager for J.D. King & Co., Manufacturers of Boots and Shoes, Toronto, called and sworn.

By MR. HEAKES:

Q. You are engaged in the boot and shoe manufacture? A. Yes; the firm is for which I am manager.

Q. Do you manufacture all classes of boots and shoes? A. Not the very cheapest. We manufacture about all kinds made in Toronto, but the cheapest kind are not made in Toronto.

Q. Where do the cheapest class come from? A. Quebec and Montreal.

Q. Can you not manufacture as cheaply in Toronto as they can there? A. No.

Q. Do you find the competition in Quebec is very keen? A. Wages are higher here. The competition is so keen in certain classes that we could not get cost price for them. We do not make them at all.

Q. How many hands are employed in your establishment? A. About seventy-five females, about 120 or 125 men and a few boys — about a dozen boys altogether.

Q. What would be the average earnings of the female help? A. The average earnings would be \$5 a week for every one in the place — for fifty or fifty-one weeks in the year. We stop for one week — between Christmas and New Year's, and for a few days afterwards there is not much doing, so it would make fifty full weeks in the year.

- Q. Is there a regular bill of wages? A. Nearly all are on piece-work; perhaps half-a-dozen girls and thirty men are working by the day or week. The rest are all on piece-work.
- Q. Does the same rate of wages prevail in all shoe factories in Toronto? A. The same rate of piece-work wages prevails.
- Q. What will a beginner amongst the females earn the first six months? A. We do not have beginners. They must be experienced machine operators before we employ them. There are a few others, but shoe factories have been going on so long in Toronto that we never take on inexperienced female hands at all. ...
- Q. What would be the average earnings of the men? A. There are so many different classes of work it would be difficult to say. I am hardly qualified to say but probably from \$7 to \$15 a week.
- Q. Fifteen dollars a week would be the wages of a foreman? A. No; one that runs a machine; some very experienced and very well qualified workmen would earn that, but of course there are very few who earn \$15 a week.
- Q. How many men does it take to make a boot now-a-days? A. I suppose it takes about fifty, men and women.
- Q. Does the same article pass through fifty hands? A. Yes; I should say so.
- Q. There is no chance for a boy to learn to be a shoemaker?
A. Not the slightest. ...

By MR. ARMSTRONG:

- Q. At what hour in the morning are the young women required to be there? A. At 8 o'clock in the winter, and for a short time during the year at 7:30. For eight months in the year they come at 8 o'clock in the morning.
- Q. Do you give many minutes' grace before the door is locked?
A. We give them five or ten minutes, but if they find that is not enough all they have to do is to walk in through the warehouse. I often see them walking in through the warehouse, and nobody objects.
- Q. Is the party who locks the door a responsible man?
A. Yes.
- Q. Does he hang up the key of the side door in the office?
A. There are two or three keys; one is kept in the warehouse, and we all know where it is, and one assistant foreman has a key in his pocket.

By MR. HEAKES:

- Q. Is that door kept locked all day? A. Yes; except during the dinner hour.
- Q. What is the use of locking it? A. We have drunken men coming in all the time. One of these men came up one day and got his nose hurt on a machine. ...

WINDSOR

ALEXANDER HENDERSON, Carpenter, Detroit, called and sworn.

By MR. FREED:

- Q. How long have you lived in Detroit? A. A little over three years.
- Q. You have worked during that time at your trade? A. Yes.
- Q. What rate of wages are paid in your trade in Detroit? A. They average from \$1.80 to \$3.00 a day.
- Q. You work altogether by the day or hour? A. By the hour now.
- Q. How many hours a day now? A. Nine hours.
- Q. How do your rates run by the hour? A. Some of our men will be paid \$1.98 a day, that is 22 cents an hour. I have known lots of men to leave work in Detroit through this 22 cents; they would not accept a cent less than \$2.00 a day.
- Q. What are about the highest wages paid? A. The highest wages paid in Detroit to good men are \$3.00 a day; that is paid to stairbuilders.
- Q. How do these rates compare with the rates paid in your trade in Windsor? A. The men in Windsor receive from \$1.75 to \$2.00 a day; that would be the price from about the last of May; they get those wages for nine hours here.
- Q. There would be no reduction in the wages on account of the nine hours? A. No.
- Q. Have they a union in Windsor? A. They have a Knights of Labor Assembly — a mixed assembly.
- Q. Do those Knights who belong to the assembly work with those who do not? A. Last May we had a meeting in Detroit, it was on the 1st. We had previously exchanged working cards with the mixed assembly of Windsor, and we notified them that unless they carried the nine hours a day, and raised their initiation fee to

\$5.00 we would not recognize their cards. That forced on them the nine hours a day, for otherwise we could not recognize them, and accept their cards in Detroit.

Q. Do those carpenters in Windsor who are Knights of Labor work in the same shop, or do the same work with carpenters who are not Knights of Labor? A. Yes, if they have a working card.

Q. Can they get a working card if they are not Knights of Labor? A. No.

Q. Then if a man has not a working card the Knights of Labor will not work with him? A. No; not unless he has a brotherhood card.

Q. What is a brotherhood card? A. The brotherhood is a society of carpenters on one side, and the Knights of Labor is the society on the other.

Q. The brotherhood is in Detroit? A. Yes. ...

By MR. HEAKES:

Q. If you have any suggestions in regard to the labor question will you give the Commission the benefit of them? A. I will give you my opinion as an Englishman by birth, and one who has lived in Canada and the United States. For prosperity I take the United States; for familiarity I like Canada; and for home comforts I like home. I think it a pity or a shame to see a branch of my country like Canada, with its vast resources, not more prosperous. ...

By MR. FREED:

Q. What reason do you give for union men refusing to work with non-union men? A. We have great reason for not doing so. We have non-union men who are working ten hours a day while the union men are working nine hours. It is not right that a non-union man should work ten hours for an employer for whom I am working only nine hours. I do not see that it is right that we should be compelled to work with him, and we will not do so.

Q. Why has not a man a right to work ten hours if he chooses? A. He does what he likes in a free country. We at the same time ask the right to work with him or not as we choose; while at the same time he can work ten hours if he chooses to do so.

Q. Do you ask the employer to discharge him or you will quit work? A. If he will not discharge him we will leave.

Q. You ask that they be discharged? A. We ask the men for their cards. If they have not their cards the union men go away, and

the employer comes around and asks what is up, and he discharges them. ...

By MR. ARMSTRONG:

- Q. Before any stringent measures are resorted to, I suppose you ask them to join the union? A. Yes.
- Q. There is a difference between being a non-union man and a union man who violates the laws of the union? A. Yes.
- Q. Your union makes a difference between men who have never belonged to a union and those who violate the laws of the union? A. We make a great difference. We give a non-union man up to pay time to decide whether he will join the union or not, but we have not much difficulty in getting them to join.
- Q. You do not meet many men who refuse to join among those who never belonged to a labor organization before? A. We have had considerable trouble with men from Windsor in getting them to join our organization.
- Q. What I mean is, do you find much difficulty with men coming from Canada before they belonged to the carpenter's union? A. No.
- Q. The men to whom you refer do not belong to any labor organization to your knowledge? A. No. ...
- Q. Does the American Brotherhood of Carpenters believe in the principles of arbitration? A. They believe in them; that is the effect of one of the petitions we have sent to Congress; it is in favor of an arbitration law. ...

RICHARD SOMERVILLE, Cooper, Windsor, called and sworn.

By MR. ARMSTRONG: ...

- Q. Are the coopers all organized in Windsor? A. They are mostly organized; most of them belong to an organization on the other side. Those working here don't belong to any society.
- Q. Are there any objections raised as between organized and unorganized men? A. Not in our shop.
- Q. The men are paid weekly? A. Yes; every Saturday night.
- Q. A dollar a day the year round? A. Yes; they average that the year round, but in spring they are not doing much.
- Q. And they work solely at the coopering business for a living? A. They generally go from here to the other side in

summer time; they are going back and forward all the time. ...

- Q. How many hours per week do they work – sixty hours? A. Some are there from four o'clock in the morning till ten o'clock at night.
- Q. Particularly the piece hands? A. All the piece hands, but very few.
- Q. Is it necessary that they should commence so early, or is it their own choice? A. It is their own choice.
- Q. Don't you think that piece-work is injurious to the coopering business? A. Certainly it is injurious.
- Q. Have you any labor troubles in your trade? A. No.
- Q. Have you had any? A. No.
- Q. How many shops are there in Windsor? A. Only one. ...
- Q. The work is very heavy work? A. Yes, extra heavy.
- Q. In making flour barrels, what would be the average day's work on piece-work? A. By work being done as men should do it, fifteen would be quite sufficient for any man to work; if he does any more than that he hurts himself. That is one reason why a man works hard, and accumulates perhaps twelve dollars a week, and the next week perhaps he cannot work at all. They get tired out, perhaps, and don't work Monday or Tuesday, and they will not make more than five dollars, and perhaps less.
- Q. How many days in the year could a cooper resident in Windsor, not one of the migrating crowd, get work? A. I could not rightly tell, because they are going back and forward all the time, and a few years ago when the sugar house shut down there were only ten men in the shop, and if it shut down to-morrow there would be only one or two men. It has recently started, and it shuts down every summer and commences every fall.
- Q. What are the sanitary conditions of the shop? A. Pretty good.
- Q. I mean as to cleanliness and ventilation? A. Well, there is lots of ventilation, because you can see the snow drifting in.

By MR. WALSH:

- Q. Are the shops comfortable for you to work in?
A. No.
- Q. Has there ever been any complaint made to the employers?
A. Yes; there has; I never saw it yet where the snow was drifting in but there would be a complaint.

Q. Don't you think it would be to the advantage of the employers to improve it? A. That is where the advantage is; they don't want to put repairs on. ...

By MR. HEAKES:

Q. What effect has machinery had on the cooper trade?

A. It has killed it.

Q. In what way? A. They have machinery to windlass the barrels, to joint the staves and do mostly every thing excepting putting on the hoops.

Q. What effect has the introduction of machinery had on wages?

A. It has had a great deal of effect, because it has put more men in the field and they have to work cheaper to get employment.

Q. It has almost driven the trade out of existence?

A. It has mostly.

By MR. McLEAN:

Q. Why do coopers have to go to work at four o'clock in the morning? A. To try to make a living.

Q. Do they have to do it? A. Well, they have not, but a great many do it. You find men in Chatham who, in the fall, work almost all night, and in summer they have hardly anything to do, and then they can send barrels down here and undermine us. They make flour barrels there for 22 cents. ...

By MR. FREED:

Q. Do boys go to work in coopers' shops to learn the trade? A. No.

Q. It does not attract them? A. No; I don't think there is a man in the world would send his son to be a cooper.

By MR. WALSH:

Q. Have you any idea what would remedy that matter?

A. Yes; day's work.

Q. Anything else but that? A. No; nothing else. Piece work is ruination to all branches of trade, but particularly to ours, because our work is scattered. A man puts an advertisement in the paper to hire one or two men, and then in a few weeks he has to get rid of them. ...

By MR. HEAKES:

Q. Is the Coopers' International Union in existence?

A. No; it has gone up, there is nothing but the Knights of Labor now.

By MR. McLEAN:

Q. Are the Knights of Labor a benefit to you? A. Yes; only for organized labor we would be worse off still. ...

CHARLES SIMPKINS, Laborer, called and sworn.

By MR. FREED:

Q. What is your business? A. I am a general laborer now. I did learn the carpentering trade first, but I had to leave that and do anything I could to earn a living. I now do general laboring work, and I have been so employed for about twenty years.

Q. Was any question raised to you on account of your color, when you were in the carpentering trade? A. Not to my knowledge.

Q. How long did you say you lived in Windsor? A. About twenty years. Ever since the close of the Civil War.

Q. Had you been in the South before that? A. Yes.

Q. What part of the South? A. South Carolina.

Q. And Uncle Sam set you free? A. Yes.

Q. What do you earn as a day laborer? A. I average, I suppose, during the year, about \$1.12½ a day.

Q. You get pretty constant work? A. I have this summer, better than I have for many summers before. I have worked all summer since April at the rate of 12½ cents an hour.

Q. How many hours a day do you work? A. I am putting in nine now, and I only get nine shillings; when I put in ten hours I get ten shillings.

Q. Have you pretty constant work in the winter time? A. No; I am shut off in the winter. I get eight or nine months in the year, according to the weather, and whether the season is early or late. From the 1st of April to the 1st of December is what we can depend on; work is going on a little later this season than usual, and I am working yet.

Q. What rent do you pay? A. I am trying to build, and avoid paying rent. Last winter I paid \$7 a month rent.

Q. Are you able to save enough money to buy a house? A. I have undertaken it, and I am trying to get through with it.

Q. What family have you? A. Four children; I have had eight and have buried four.

Q. Are you more fortunate or less fortunate than other men who do work as general laborers? A. I could not say whether I am more

or less so. I have been fortunate enough to get work whenever there has been any to be had.

Q. Does a man who is industrious and steady get about all he wants to do? A. Yes; in the summer time, when the work is to be done, I can get work whenever anybody else can — that is, laboring work.

Q. Have you any union? A. I belong to the Knights of Labor.

Q. Do you fix any rates of wages for unskilled labor? A. No; we have not got to that yet.

Q. You get what wages you can obtain? A. The laborers in our societies have not been attending to that part of the business.

Q. What advantage have you in belonging to the Knights of Labor? A. One advantage I have is that it has helped to keep me in employment.

Q. Do you think it gives you employment where you would not get it if you did not belong to the Knights of Labor?

A. Yes, I think so.

Q. How does it do that? A. The brotherhood aids me to find work. I have been trying, and I am trying now in the assembly to get the time regulated the same as mechanics have got — that is, nine hours' work and ten hours' pay, but I do not know whether we will succeed or not.

By MR. McLEAN:

Q. Would you rather work nine hours a day for nine hours' pay than ten hours a day for ten hours' pay? A. It is the money I want. If I can get ten hours' pay for nine hours' work I would prefer that, but if not I would prefer to put in ten hours; for I want money.

Q. Would it be a benefit to you to work only nine hours? A. If I could get ten hours' pay for that time I would make good use of the other hour.

Q. Of your four children, how many are going to school? A. Two are going to school and two are not old enough.

By MR. WALSH:

Q. Do you consider a man working hard as a day laborer here is in as good a position as a day laborer on the other side? A. As a day laborer I do not know but that I am. Laborers get a little more wages on the other side, I am informed, but there are more of them. ...

THOMAS CROWLEY, Journeyman Shoemaker, Windsor, called and sworn.

By MR. HEAKES:

- Q. What is the condition of the shoe business in Windsor? A. It is in a very poor condition, and has been for some time.
- Q. What has been the cause of that? A. In a great measure, machinery. I am now speaking of custom shoemaking.
- Q. Does machinery interfere with custom work? A. Materially.
- Q. What machines particularly do you speak of? A. Well, there is the sewing machine, the riveting machine, and almost all kinds of machines.
- Q. All coming into competition with custom work? A. Yes.
- Q. There is no hand-sewed work in Windsor now? A. There is not the twentieth part of what there was ten years ago.
- Q. Hand-pegged work? A. It is not so far behind, but I suppose it is fifty per cent less than it was ten years ago.
- Q. Are there many boots and shoes shipped in here from outside? A. Of manufactured ones, yes — a number from factories in the east.
- Q. Can they be brought in here and sold cheaper than boots and shoes can be made in Windsor? A. Decidedly, because they are made by machinery, and ours are made by hand.
- Q. Where are they principally brought from? A. Toronto, Montreal and Quebec; in fact, everywhere where they are manufactured.
- Q. Have you any shoe factories in Windsor? A. No; there are not any.
- Q. No slipper factories? A. Nothing of the kind.
- Q. No factories in the shoe trade at all? A. None at all.
- Q. How many shoemakers would there be employed as journeymen in Windsor? A. I think there are about ten at present — that is counting all branches — sewed, pegged and repairing. In my memory there were over thirty.
- Q. What can a shoemaker earn in a week here, taking one week with another? A. If I were to give the average of all branches of shoemakers it would not reach a dollar a day.
- Q. Take your own branch? A. My own happens to be the best paid branch, I am a sewed shoemaker. If I were fully employed and able to work I could make about two dollars a day.

Q. And as it is? A. My average wages do not reach one dollar a day in the twelve months.

By MR. HEAKES:

Q. You do not get very constant employment? A. No, sir.

Q. Are there many fine custom shoes made here? A. I believe only what I make myself.

Q. They are principally all brought in? A. Yes.

Q. If it were not for repairing there would be little to do?

A. Little to do, except heavy pegged boots for agricultural use. ...

By MR. FREED:

Q. Are not hand-made boots really cheaper in the end than factory boots? A. They are over 50 per cent cheaper.

By MR. HEAKES:

Q. Better stock in them? A. Yes; and of course the workmanship is better.

By MR. FREED:

Q. And of course they are more comfortable? A. Yes, they fit the foot. ...

By MR. HEAKES:

Q. I suppose in a short time shoemaking will die out? A. Well, the present race of shoemakers will die out.

By MR. McLEAN:

Q. Do you know if they make hand-sewed work in factories? A. Yes; not in Windsor, but they do in Detroit. It is team work, where one man makes one portion and another man other.

Q. They do not make the whole shoe? A. No; perhaps it takes six or seven to make a shoe. I am speaking about the upper portion and not the bottoms.

By MR. HEAKES:

Q. How many men does it take to make a shoe in the factory?

A. From six to seven.

By MR. FREED:

Q. I suppose the condition of the shoemakers is due to the fact that there has been a revolution in the trade? A. Yes; in a great measure.

Q. Machinery has wholly revolutionized it? A. Yes.

By the CHAIRMAN:

Q. And people generally use a cheaper article than formerly?

A. Yes; a less priced article.

By MR. FREED:

Q. Whether it is a cheaper article is another question?

A. Yes; I doubt that.

By MR. HEAKES:

Q. Have you any suggestion you could give us that we have not asked you for? A. In respect to my own business, I scarcely have any, for the reason that I believe that, in common parlance, it is a played-out business.

Q. Have you anything to say in relation to the labor question generally? A. I believe that the present system of immigration is one of the greatest injuries that can be inflicted upon Canada. I am speaking of immigration as I understand it — aided and assisted by the funds from the Dominion and Provincial Governments, it is immaterial which. ...

CHATHAM

JOSEPH K. DICKSON, called and sworn.

By MR. HEAKES:

Q. What is your business? A. I am now engaged in real estate. For three years before that I was Street Commissioner, and before that I was for fifteen years in the lumber trade in this county. ...

Q. Can you suggest anything that would benefit the working class in this neighborhood? A. The first suggestion that I would like to give to Parliament is to pass a law prohibiting the manufacture of any machine for the next twenty years.

Q. You think there is a sufficient supply now? A. And a law providing that for the next fifty years no patents should go through the patent office. The over-production of machinery has caused a great many men to be thrown out of work. I know they have one machine in the waggon shop here that takes the place of about twenty men.

By the CHAIRMAN:

Q. Would you suggest that no more electric lights be made, so that the people might burn petroleum? A. Unless they make great improvement in them.

Q. Would you suggest that there be no more electric lights made?

A. I would suggest that the electric light be done away with, because I think it is injurious to the eyes, and prevents labor from getting employment.

By MR. HEAKES:

Q. Do you think that with the machinery and facilities now possessed for manufacturing goods, workmen are paid in proportion to the profits the manufacturers can make? A. The manufacturers or proprietors are making greater profits out of the number of machines turned out, be they waggons or farm implements, than they were doing when they had less machinery.

Q. Do you not think that in view of the perfect machinery now possessed that the workingmen should derive some benefit from it?

A. Certainly. If you supersede them with machinery they should receive benefit to a certain extent.

Q. Either in the shortening of the hours or in the pay? A. Yes. ...

ST. THOMAS

J.B. MORFORD, St. Thomas, Division Superintendent of the Michigan Central Railway, called and sworn.

By MR. FREED:

Q. You are manager of the company? A. No; I am Division Superintendent of the Canada division of the Michigan Central, between river and river.

Q. That is the old Canada Southern? A. Yes; the Canada Southern division. ...

Q. The trip is from St. Thomas to Windsor? A. From Windsor to St. Thomas, and from St. Thomas to Mount Rose or Victoria, Niagara River. The distance to Windsor is 109 $\frac{2}{10}$ miles; the distance to Mount Rose, is 111 and the distance I think to Victoria is 118 miles. The average time made with a man during several months was about nine hours and thirty minutes train time, from the time they reported at the station for duty and the time they got into the terminus.

Q. Aren't they sometimes delayed very greatly beyond these hours?

A. Occasionally in foggy weather. In such weather we use the

block system. We hold one train at a station until the other passes the preceding station, which makes a delay of perhaps an hour more on the division. Sometimes an engineer starts out with a coal run, dead freight of heavy tonnage; the rails are in bad shape, like last night, and the engine may be twelve, or thirteen, or fourteen hours on the road, but for such services we pay our men. We pay our engineers for labor over, I think, ten hours or twelve.

Q. If delayed beyond ten or twelve hours they get paid extra?

A. Yes; over twelve hours they get so much an hour; we have agreed with conductors and brakemen in the same way.

Q. Have you known a train to be twenty-four hours on the road?

A. Yes; last winter when we had the blockades of snow and when trains were tied up on the eastern division.

Q. Could the men get sleep? A. Yes; they were instructed to get rest, and arrangements were made to call them when needed. I would appoint one of the oldest of the crew, say at Waterford, and tell him to take charge and to see that the men got rest until we called for them.

Q. Is it not sometimes the fact that these trainmen are required to be on duty for eighteen, twenty or twenty-four hours without the possibility of getting sleep? A. No sir; I don't think there is a case on record where one of our men has been on duty eighteen hours; there may be, possibly, but I don't know when it was. You understand that St. Thomas is the home for about nine-tenths of our employés on the road; our men live here, and if they are ten hours going to Windsor, and they are called to return, they are ready to return as soon as they have got their breakfasts, or their way-car fixed up, so as to get here and get a rest. I have never asked a conductor or brakeman to go out without sufficient rest. ...

Q. Are accidents frequent from men falling from the top of cars?

A. Yes, sir; but not where the men are looking where they are going. There may be cases, of course, where trains pull apart at the time that a brakeman is crossing and then he will probably go down. Last winter there was one man who came to town and bought a pair of new boots; he had been wearing shoes, and in going along he tumbled over against the next car and fell down and was killed. I have seen brakemen who, instead of following the running board as they should, would jump from the end of one car on to the other and of course there is always danger in

frosty or slippery weather; a man's feet are liable to go from under him and throw him off the car. But I claim that where men take the responsibility on themselves the railway companies are not to blame.

- Q. Isn't there always a disposition on the part of officials to try to lay the blame for an accident on the men? A. No, sir; and I will tell you what I have done last winter right along. When we have had sleet storms and when I knew the decks of freight cars were in bad condition and unsafe for the men to go over, I have telegraphed to the conductor and engineer to run their trains with special caution, as we did not want the men on deck on such nights. We have done that in several instances.
- Q. Is that the custom with you? A. Yes; more or less since I have been connected with the road. If it is a bad night I tell my dispatcher by telephone to tell the men on the road to be careful; the men will say that; they cannot say anything else. We do everything with the appliances we have for their safety.
- Q. Are accidents frequent to men when coupling cars? A. We have such accidents.
- Q. From what do they arise? A. A portion of them from carelessness.
- Q. And the other portion? A. Well, it sometimes occurs that the dead-woods on the cars may be decayed, and if a man goes in to couple he may be injured if he is not careful. I don't know that I can call a case of that kind to mind, but there are such cases.
- Q. Is it not possible to use a coupler by which the cars can be coupled without making it necessary for the men to pass between? A. Yes, sir; and I am happy to say that our people are adopting that kind of a coupler, and as soon as it is decided by managers what coupling or draw-head will be used it will be universally adopted. We have several hundreds of the Ames coupler, which do not require the men to go between the cars. We have not decided whether to adopt the Ames or the Janey, but either the one or the other will, I think, be adopted universally by the various lines, and I would not be surprised if it was the Janey.
- Q. If railway men who understand this question can make up their minds which would be the best and safest coupler, would you consider it to be a subject for legislation to make it compulsory on the roads to use such a coupler? A. I think the roads will adopt it without legislation. Last week I directed my train master

to get the views of conductors and brakemen running freight trains on this division with regard to the Ames and the Janey — which they consider is the best and safest — which is decidedly safe and which they would recommend, and their opinion will have much to do with the kind of coupler we shall adopt.

Q. Your railway experience extends over a number of years?

A. About thirty-six years.

Q. Are you sufficiently familiar with the views and feelings of railway men in Canada and the Northern States to enable you to say whether the roads would study economy at the expense of human life, or would they spend large sums of money to prevent accidents and save life? A. I don't know much about the managers of Canadian railways; I haven't much to do with them and don't come in contact with them, but I do with the managers of the United States railways. We have twice a year in New York a time convention meeting, where these subjects are brought up, and I know there is not a manager that is doing a business where they are earning fixed charges to-day who is not ready and willing to adopt anything — not for economy's sake but for life's sake — anything which will be beneficial to life or will save life. ...

Q. When men are killed or injured while in the discharge of duty, what indemnity do they get from the company? A. Do you mean the family?

Q. The family, if he is killed, and the man if he is injured?

A. If the man is injured and belongs to what we call here the railroad hospital, of which he can be a member by paying 50 cents a month, he can, if he wishes, be taken into the hospital and furnished with medical attendance and his board until he is discharged by the physician.

Q. Does his pay go on? A. No, sir.

Q. Whether the accident arises from his own carelessness or not?

A. No; circumstances sometimes alter cases. Say we had a collision and through that collision an employé was injured — I think our company would protect him and pay him a portion if not all his pay.

Q. Do they do so? A. We have had cases where we have done so.

Q. It is not general? A. No, sir; because we haven't hurt very many people. We sometimes cut a finger off or have an injury of that

kind which confines a man to the hospital or to his home for three or five weeks, and they never expect compensation. Of course, it is done in the discharge of duty, but I guess they don't do so on any railroad. If we kill a man we do what no other railroad does, I think. If a man is killed while on duty we furnish the funeral attendance, hearse and so many carriages and we pay for such services; we don't ask the widow or children of that employé to pay that expense.

Q. Do you give any compensation to the widow? A. No, sir.

Q. You consider that railway men get such remuneration as to cover the liability to accident and death? A. I think that as a general thing railroad employés are paid better salaries than any other business that is done in this country where there is as much risk of danger as there is on railways. We pay them just what they have asked; they certainly ought to be satisfied, and if not it is not the fault of the railway company.

By MR. HEAKES:

Q. Are the men in the employ of the Michigan Central required to sign any document before commencing service? A. We require our men going on duty on freight trains to sign an agreement that the company will not be held responsible or liable in case of accident to their person while on duty, in regard to coupling cars. We tender to every man who is employed on a train to couple a safe, made on purpose to reach in and take hold of the coupling and raise it up and enter it into the next drawhead, so that the man himself will not have to go in between, and in that case to compel him to sign an agreement that he will not hold the company liable in case he is hurt in such-and-such duties. ...

LONDON

JOHN McCLARY, Iron Founder and Tinware Manufacturer,
London, called and sworn.

By MR. HEAKES:

Q. Do you do general foundry work? A. I am engaged in stove manufacturing largely.

Q. And hollowware? A. Yes, and furnacework.

- Q. How many hands do you employ? A. About three hundred hands; not in the furnace business altogether, but in the foundry and tin business we keep about that number.
- Q. In the foundry business what are the rates of wages prevailing for moulders? A. Our work is mostly done by the piece; we employ very few day hands. Day men, I suppose, average from \$1.75 to \$3 a day. ...
- Q. Do you employ apprentices in your moulding shops? A. Yes.
- Q. How many apprentices would you consider it necessary to run a shop in proportion to the number of moulders? A. As to their being necessary I could not say, for it might be possible to run a shop without any apprentices at all.
- Q. Are your apprentices indentured? A. Yes.
- Q. How long do they generally serve? A. Three years.
- Q. Do you prefer the apprentice indenture system to any other? A. We only indenture our apprentices in the moulding department; I think in the other departments they are not indentured at all.
- Q. What system do you think works best all round in regard to employing apprentices? A. I think it is the proper thing to indenture them. ...

By MR. ARMSTRONG: ...

- Q. Have you ever had any labor troubles? A. Yes.
- Q. How long is it since the last occurred? A. About five years.
- Q. Could you state to the Commission the cause of the trouble? A. I had an idea of what the cause was; I had an idea that the men wanted us to turn out the apprentices. We had at the time recently made a voluntary advance of 10 per cent to our men, and within ten days or two weeks there was a demand made on us to turn out our apprentices, or bind ourselves not to take any more, and the men also demanded 25 per cent advance. ... The result of the demand was that we declined to accede to it, and through the vote of the union, or, as it was said to have been, of the outside shops, our men were ordered to strike. Our own men, as I have always understood, would have remained at work, but they were ordered to strike, and they did strike, and we struck also.

By MR. FREED:

- Q. How long did the strike last? A. It commenced early in the spring and lasted all summer, until we got independent of it, and then it dropped.

- Q. Did the same men return to your shop, to your employ, or did you get other men? A. We got other men.
- Q. Did you give any increased rate of wages? A. Yes; we did give an increased rate of wages.
- Q. Did you turn away your apprentices? A. No.
- Q. You retained your apprentices? A. Yes; our apprentices, however, were largely enticed away and quite a number of them left.
- Q. Was any attempt at arbitration made during that strike?
A. Not any.
- Q. Were any overtures looking towards arbitration made?
A. I think not.
- Q. On either side? A. No.
- Q. Do you consider that in such cases arbitration could be effectually employed? A. It might be, sometimes.
- Q. Would you favor a uniform system of arbitration — compulsory arbitration? A. No; I would not. I do not think it would be possible. I do not see how compulsory arbitration could be worked; I do not see how you could force men to work against their will, or force an employer to employ men at such prices as he did not think his business would warrant.
- Q. Would you favor the establishment of a court of arbitration by the Government? A. If it were not compulsory I think it would be a very good thing.
- Q. Would arbitration be of any value unless it were compulsory?
A. I do not think you could enforce compulsory arbitration. My idea is, that it should not be compulsory. You might compel a man to close up his business. ...

By MR. ARMSTRONG:

- Q. Do you consider that when the labor difficulty happened in your shop the union was arbitrary in its action? A. I do not consider that a union is arbitrary that provides that its members shall not work for less than a certain rate of wages; I think it is a very proper thing, but at the same time I think it is very arbitrary to insist on keeping anyone else from working or taking the place of the men who have struck. It is their duty and privilege to get all the money they can for their labor, but it is not a proper thing for them to endeavor to force idleness on other men who are willing to work.
- Q. At the time of the difficulty, did you increase the number of your apprentices? A. We did, decidedly; it became necessary to do that.

- Q. Are you a member of the Manufacturers' Association?
A. Yes; I think I am, nominally. I never attend their meetings.
- Q. Still, you abide by their rules and regulations, I suppose? A. Do you refer to the Iron Founders' Association?
- Q. I refer to the Stove Manufacturers' Association. You are a member of that association, I believe? A. Yes.
- Q. Have you any rules and regulations that manufacturers must not sell stoves under a certain price? A. I believe there is something of that kind.
- Q. Is any punishment inflicted, supposing a man does sell a stove at a less price? A. I do not think it is proper for me to answer that question. ...

JOHN DAVIDSON, Agricultural Wood-worker, London, called and sworn.

By MR. McLEAN:

- Q. How many hours a day do you work at the agricultural implement establishment where you are employed? A. Ten hours.
- Q. What wages are paid to your trade? A. The highest is 15 cents per hour — \$9 a week.
- Q. How do you get paid? A. We get \$10 every two weeks, and the rest is kept back on the books.

By the CHAIRMAN:

- Q. For how long a time? A. They do not like you to draw it till the amount runs up to \$25 at least. You are expected to have money there, and even some have as high as \$100 in the hands of the firm. If you get \$9 per week you will draw every alternate week \$5.

By MR. ARMSTRONG:

- Q. Do the firm pay any interest on this money kept back from the men? A. No; not a cent.
- Q. Is the rate of wages you have earned the rate of wages for a highly-skilled mechanic? A. Yes.
- Q. Are there men who receive less wages? A. Yes.
- Q. You are speaking of the factory in which you are now employed? A. Yes.
- Q. How many men are employed at your business in the factory?
A. Twenty-four.

Q. Is it a rule that this portion of a man's wages should be kept back by the firm? A. Yes.

Q. Is it compulsory, or is it optional? A. You can draw the money when it runs up to about \$25; you can go to the office and draw a check for that; but if you want that money, and another man leaves \$100 or even as high as \$200 in the hands of the firm, while you draw your money to a close margin, you will be the first man laid off when a slack time comes.

Q. Is your factory the only one of the kind in the city? A. No.

Q. How many men at your business are there in the city? A. There will be 200, anyway.

Q. Is your trade organized? A. Yes.

Q. Do you find organization a benefit? A. Yes; we do.

Q. In what respect? A. It is a help to us in getting our money, to an extent, because we always used to have to wait on Friday night. We used to have to go to the office and wait while each man of a hundred men was paid, and that would keep you, perhaps, till 7 o'clock at night. Last season the men used to have the money carried round, and that was the first step done in organized labor. We get \$10 every alternate Friday. We only work nine hours on Saturday now, but before we worked ten hours.

Q. Has organization increased your wages? A. No; it has not.

Q. Has your establishment any objection to employing union men?
A. They would rather not do so if they found it out. ...

By MR. McLEAN:

Q. Are there any boys running machinery in your shop? A. Yes.

Q. What kind of machinery do they run? A. They work on the planer, the rip-saw, the cross-cut saw, sand-papering machines and jointers; in fact, there are boys who can run almost any machine. Every week or two an accident happens.

Q. The boys get hurt? A. Yes; their fingers are cut off.

Q. What becomes of the boys when they get their fingers cut off?

A. I saw a case of an apprentice to the woodworking business. After he had been working four weeks he had been put to running a machine; probably he had never seen a machine before, and four of his fingers were cut off. The boys in this town, and the firm kept him about a month and then discharged him, and this boy is now working at painting.

By MR. HEAKES:

Q. What machine was it? A. It was a Universal.

Q. How old was the boy? A. Not over sixteen at the time.

By MR. ARMSTRONG:

Q. Is the machinery protected — the shafting and belting?

A. No; none of it.

Q. Has the factory inspector visited your establishment? A. Not that I am aware of.

Q. You think if he did that there was good ground for complaint?

A. Yes; I do.

Q. Do other establishments in town keep back wages the same as is done in your establishment? A. I know other firms in this town which do it.

Q. In your trade? A. Yes, in woodworking.

Q. Do they all do it? A. I would not say that all do it.

Q. Is a boy put to these dangerous saws and machines when he first enters the employment? A. He may work around a week or two, but I have known a boy not there a month before he was put on a very dangerous machine.

Q. You do not think that at that time he knows sufficient to be familiar with the working of the machine? A. No; he would not. ...

By MR. McLEAN:

Q. Do you know anything about men's co-operative benefit societies? A. Yes.

Q. Tell us anything you know about them? A. I have been in two co-operative societies, and I can buy my groceries and all my provisions a great deal cheaper by co-operating with others than otherwise.

Q. How much cheaper? A. The mistress told me two weeks ago that the \$2.50 worth of provisions I bought at the co-operative store could not have been bought for less than \$3.50 in an ordinary store.

Q. Then you think workingmen's co-operative societies are a benefit to a workingman? A. I do. ...

By MR. ARMSTRONG: ...

Q. In case of labor troubles, what kind of arbitration would you like to see for their settlement; would you prefer one appointed by the employers and employed, or one appointed by the

Government? A. One appointed by the Government. I have seen the effects of endeavoring to settle matters by the men; I have seen deputations go from the men, and have noticed that the men who have gone have been discharged in a short time. I have seen it once in this city where three men went to settle a dispute with the master, and two out of those three were discharged within two months.

Q. Would you like to see a compulsory board of arbitration formed by the Government? A. I would.

By MR. FREED:

Q. Those co-operative societies of which you have spoken, are they still in existence? A. They are.

Q. You deal with them? A. I do.

Q. How long have they been in existence? A. They have been running in this city, I should say, about three years.

Q. Are they successful? A. Yes.

Q. How many of them are there? A. There are two at the present time.

Q. Both groceries? A. Yes.

Q. Has the system been applied to any other branch of trade? A. It has to coal oil.

Q. Did it reduce the price of coal oil? A. It did.

Q. Does that exist now? A. Yes.

Q. Have you known of any co-operative manufacturing establishment in London? A. Not in London.

Q. Have you had anything to do with any such establishment elsewhere? A. Yes; I was a shareholder in the Woodstock co-operative company.

Q. Was that successful? A. No; I cannot say that it was.

Q. Do you know what were the causes of failure? A. Yes.

Q. What were they? A. I know them according to my own mind.

Q. What were the causes, in your opinion? A. I think there were certain parties who wanted to get the control of the running of things, and they ran it to the ground.

Q. Had you sufficient capital in the concern? A. We had when we started.

Q. Was the failure, then, due to want of proper management?

A. That was it; at all events, in my opinion.

Q. What industry was it? A. A match factory.

Q. Is that still in existence? A. We hold the plant, but we are not manufacturing any matches.

By MR. CARSON:

Q. How many members were in the factory who ran it? A. I think about fifteen.

Q. What amount of capital was invested? A. I could not answer that question.

By MR. McLEAN:

Q. At what price can you buy coal oil under the co-operative system to which you referred? A. I can save 5 cents on every gallon.

By MR. FREED:

Q. Were all those interested in the match factory workingmen?
A. Yes. ...

JOHN A. ROSE, Cigar Manufacturer, London, called and sworn.

By MR. HEAKES: ...

Q. Are there any cigarmakers employed in London? A. Very few; I do not think there are ten journeymen employed in London.

Q. And how many women are employed here? A. There may be three hundred women and boys, apprentices. Understand me: there may be in some of the shops — I have a few — apprentices. As soon as they are out of their time they demand journeymen's wages, and then we have no more use for them. ...

Q. What is the reason you discharge men as soon as they have learned the business and resort to child labor so much?

A. Because the men, as soon as they are out of their time, join the Cigarmakers' Union, and the union will not allow them to work except at certain prices, at so much per 100 or 1,000 cigars. ...

By MR. McLEAN:

Q. What has the Scott Act to do with smoking cigars? A. By enacting the Scott Act they take away our customers. This is not a cigar-smoking country; the people are pipe-smokers in this country. A man with his friends would go into an hotel, and perhaps two or three of them would each call for a glass of beer. Some men, however, would say that he would not take beer, but he would take a cigar, and some men would even go out with half a dozen cigars in their pockets. When the Scott Act is in force the men do not go into the hotels in the same way, and if we do sell cigars to hotels, they buy the commonest and cheapest kind they can get,

because they sell them at 5 cents, and their custom is limited. It must be remembered that we paid the same duty on the \$20 cigar as we do on a \$50 one. We pay \$6 a thousand, irrespective of quality. ...

By the CHAIRMAN:

Q. The Scott Act is not to prevent smoking? A. It does prevent the smoking of cigars; men smoke tobacco instead.

Q. But the Act is not to prevent the consumption of tobacco?

A. No; but it prevents the consumption of cigars. A man, where the Scott Act is in force, will go in and drink all he can get. He will not say 'I will take a cigar,' nowadays, because he does not get a chance to drink very often. ...

By MR. McLEAN:

Q. You used, I believe, to employ forty union hands? A. Yes.

Q. Is there any other reason why you have changed the manner of running your business? A. I cannot in any way compete with other factories.

Q. Did any of the men in your employment cause you trouble? A. Yes.

Q. Please state in what way they caused you trouble? A. By shirking their work, by plugging their cigars – which means by stuffing them, so that they would not smoke.

By MR. ARMSTRONG:

Q. Were they union men who did that? A. Yes; and I fired them bodily.

Q. And I believe, you have never had union men in your employ since? A. No; and I never will have one.

Q. Could you employ men if the Scott Act was not in force in your vicinity? A. Yes; I could. ...

By MR. KERWIN:

Q. Which is your best market? A. The best market I have for 10 cent cigars is Manitoba and British Columbia.

Q. And for the others, what? A. In Ontario. Ontario is our only market outside of those we have named. We could not sell a cigar in Quebec; we could not steal the tobacco and make them so as to pay.

By MR. McLEAN:

Q. How is that? A. In Quebec they are made by cheaper labor, and they are made from our cuttings. Our cuttings are all shipped to

Quebec and there made into cheap cigars. There are, no doubt, some good cigars made in Montreal, and more cigars of any kind than are made in all the rest of Canada put together, but there are a good many of those cheaper kinds made in Sherbrooke, and also in Montreal. They sell cigars there at \$14 a thousand. I have bought some of them.

Q. Is it a fact that Mr. Davis can sell cigars cheaper here than you can make them? A. I do not think so; but he would make cigars in order to get into the track of any one, if he thought he could do so. ...

Q. Do you know of any iron-clad contract existing now, or ever existing, between the bosses and the men? A. No. The cigar manufacturers here had, at one time, a union to fight the Cigar-makers' Union. They had a quarrel, and the employers banded themselves together to protect themselves.

Q. Could the masters hire any of the men belonging to the union? A. No; not without getting a permit from the man who locked them out. ...

Q. Did you ever know of a cigarmaker who was black-listed? A. Yes; lots of them, and they deserved it. I have a lot black-listed now.

By MR. HEAKES:

Q. Are there any women black-listed? A. No; women do not go on strike and do not get drunk.

By MR. ARMSTRONG:

Q. Do you not think women will stand up for their wages as much as men? A. It is not the man's fault, but it is the union's fault, in regard to strikes. Women will stand up for their wages and will claim what is right, but they generally come out right, while a man will not. If a man is left to himself he will listen to reason, but the union will not let him do so.

Q. Do you not think organization among workingmen is a benefit to them? A. Yes; I do think so. But I think every society should frame its own laws. For instance, if there was a Cigarmaker's Union among the trade in London it should be allowed to run things to suit itself, and it should not allow itself to be run by another union at the other end of the country, because what will suit one part of the country will not suit another.

By MR. McLEAN:

Q. What is the scale of prices in the working hours for union men?

A. When I was employing union cigarmakers they would not make a cigar for me for less than \$6 a thousand, no matter what kind it was, and from that as much as \$10 a thousand. I know that other men were working in another shop in the city, and were making some cigars at \$4 a thousand, and these men still belonged to the union.

By MR. HEAKES:

Q. If the same rates of pay were given to women as are paid to men would you still prefer to employ women? A. I think I would prefer to employ the women.

Q. If the same pay were given them? A. Yes; because they are cleaner. They do not get drunk, and they are not so abusive, and they do not put up jobs.

Q. Do cigar makers get drunk? A. Cigarmakers always get drunk.

By MR. McLEAN:

Q. That is your experience? A. It is in their blood: they cannot help getting drunk. ...

By MR. ARMSTRONG:

Q. Do you not think that in some places your cigars are objected to because they have not on the box the blue union label? A. Yes; but in Hamilton even if we had the stamp we could not sell them. Our cigars are objected to on account of not being union-made cigars in any town where a good many mechanics are employed.

Q. That is where there is organized labor? A. Yes.

By MR. KERWIN:

Q. They are only objected to, I suppose, by union men? A. No.

Q. You have said that women never struck but always mind their own business? A. I mean that that is the case as far as my experience goes. I have seen our cigars objected to for not having the union label on them, and I have seen cigars objected to because they had the union label.

By MR. ARMSTRONG:

Q. The knife cuts both ways? A. Yes. There are thousands of people who do not know anything about the labels and do not care, and among these there is a big crowd of farmers. ...

STRATFORD

S.M. HODGINS, Cigarmaker, Stratford, called and sworn.

By MR. McLEAN:

- Q. How long did you live in London? A. I was residing here some time ago.
- Q. How long ago is that? A. I have now been in London for thirty years.
- Q. Have you worked in London all that time? A. No; not all the time. I served my apprenticeship here, and I have been away and back again.
- Q. How long have you worked at your trade here? A. I have worked at the trade for twenty years.
- Q. What do cigarmakers receive in this town? A. There is no bill of prices here.
- Q. They get just whatever they can? A. Whatever they can get. We had a bill of prices, but there is nobody working on it; in fact, the masters would not employ any men belonging to our society.
- Q. Why will they not employ anybody belonging to your society? A. We were black-listed some years ago; I am not certain of the date, but I think it was in September, 1882. At that time each shop was paying a different price, and the boys were all complaining that some other employer was getting his cigars made cheaper, and they were arguing that something must be done in the matter. We appointed a committee to wait on each employer, and when they went to arbitrate with them in the morning the men found the doors locked and their tools out in the hall. The masters might call it a strike, but it was a lock-out. Our intention was not to strike at all.
- Q. You have spoken about a black list? A. Yes; I will give you information about that.
- Q. Is that the reason you are not working in London now? A. Yes; some time after that, I think a week or so, the bosses caused a paragraph to be inserted in the London papers, stating that those people who had been working for them were a lot of robbers, and so forth, and I believe they pledged themselves under a bond — I do not know the amount exactly — not to employ those men for a term of three years. There were then some seventy or eighty men scattered from Maine to Oregon, and I do not suppose there are three in London to-day.

By MR. CLARKE:

Q. Did those seventy or eighty men belong here at that time?

A. Yes; the majority of them were citizens; a few were from other places.

By MR. McLEAN:

Q. Did you ever work for Mr. Rose? A. Yes.

Q. Did he put the men out? A. Mr. Rose undertook to run a union shop in this city. I was working away from home, and I came here to see my family, and he offered me a job. He said he was running a strictly union shop and he was going to see how it would work. He ran it for a while and then came to the conclusion one day that there was no money in it. He came to the shop and asked a portion of the men if they would work at a reduced rate. Our bill was lower at that time than that of any other city in Canada, and still he asked a portion of the men to make cigars for \$1 a thousand less than they were then receiving.

Q. Were cigars being made at any other shop in the town at less money than he was paying? A. Yes; by child labor and by the aid of moulds. There was a cigar made that might appear to those not posted in the business to be equal in quality to the cigar we were making, but it certainly was not. He claimed that he could not compete with that class of cigars, and he wanted cigars made cheaper. There was no living in it for the men. We had no strike, as I have said. I will put the matter a little plainer. Our work is protected by a trade-mark, a blue label, and any manufacturer who complies with the requirements of our society is entitled to use that trade-mark to protect his goods from all inferior grades of cigars. Mr. Rose was doing first-rate when he was using our label; I do not think he can say so to-day. The principal object of the manufacturers in this city is to excel each other in cheapness, and it has been so for three or four years, until they have got it down to that pitch that there is no living in it for any one. I was talking to one of the manufacturers yesterday, and he told me he had lost more in bad debts, and so forth, last year, than he had made; or, in other words, more than the profits amounted to on the goods.

Q. Has the Scott Act done any harm to the cigar trade? A. He claimed that the class of goods being made in London and, in fact, I know it to be the case, is the class of goods that were used in the towns where the Scott Act is now in force. He used to keep that

cheap class of goods for those back country hotels. Certainly the Scott Act has shut that class of goods out, and that is why there is so much cheap trash on the market to-day, and this town is absolutely glutted with it. In all the cities where the Scott Act is in force there is a better class of goods demanded; the demand is, in fact, for a superior class of goods. You could not sell the cheap trash to any respectable hotel in the city, but the country hotels formerly used them up in great shape, but they do not want them now. ...

Q. How many children are employed in this town in cigarmaking?

A. When they are working in full blast 150 people are sitting at cigar tables in this city. Out of that number there are only thirteen men.

Q. How many women? A. The balance are young women and children, boys and girls. A great many of them should be at school. Their wages run from \$1.50 up to \$6 or \$7 per week.

Q. What is the age of the youngest of these children? A. They run from twelve years up; about eleven or twelve is the youngest. They are secured by indenture, the majority of them are bound, and when their time is up they, of course, demand a little more pay, and then their day of usefulness is gone. They have got to skip. They go to Detroit, Chicago, and all over the country; some get work; some wind up in prison; more turn out prostitutes, and so forth.

By MR. ARMSTRONG:

Q. At the time of the difficulty between the employers and the men you say there was a lock-out and not a strike? A. Yes.

Q. That the employers locked you out before you pushed your demand? A. Yes.

Q. In every shop in this town? A. They would not interview the committee or hear them at all.

Q. Did the men attempt to interview the masters? A. Yes; we formed committees to wait on our employers.

Q. They refused an interview? A. Yes.

Q. Did any men in your shop destroy material by plugging cigars?

A. There were two men, I believe — Mr. Rose blames two men for plugging. What they mean by that is making cigars so that they will not smoke. The men claimed that the stock was too wet to make into cigars, and they plugged a few of them. Of course, Mr.

Rose had the privilege of sacking the men, provided they did not work properly.

- Q. If a complaint was made to your organization that some of its members did that thing, would the society take action against those men? A. Yes; if it could be proved, and it could be ascertained for a fact that they had wilfully destroyed material the society would take action upon it.
- Q. Was that complaint of the gentleman you mentioned ever brought formally before the union? A. Yes.
- Q. Was there any investigation made? A. There was.
- Q. What was the result of that investigation? A. The result was that the men claimed that the stock was not in a fit condition to make into cigars; that it was too wet. It was to make a common cigar, and when the material is too wet it is liable to clog. ...

By MR. McLEAN:

- Q. Do you know anything about an iron-clad contract? A. I do not think I am quite clear as to the meaning of that term.
- Q. That men employed should not belong to the union? A. I am slightly acquainted with that sort of thing.
- Q. Tell us something about it? A. After the trouble of 1883, a year or two, two or three of our men went and applied for work, and the bosses told them they would give them employment if they would get a permit signed by the last boss for whom they had worked. Then they had another scheme, so that if a child wanted to leave one shop and go to another — if he was discharged even — he would have to get a paper signed by his last employer before he could obtain employment in any other factory in the city. I suppose that is what you call iron-clad contracts.
- Q. That is black-listing. A. Then I do not know what you mean by iron-clad contracts.
- Q. Did you ever sign an iron-clad or other contract, that you would not strike? A. Two gentlemen offered me a job provided I should renounce the union.
- Q. Had you to sign anything? A. I would have had to sign an agreement.
- Q. What did the agreement read like? A. That I would never have anything more to do with a union and would never try to work up the union again, or build it up again, or do anything on behalf of it.

- Q. With respect of these girls of whom you were speaking: if they left their employer could they get a situation without stating where they worked last and obtaining a permit from their last employer? A. No; they would have to have a paper from the last boss they worked with. — ‘You may give the bearer work if you need him,’ and so forth; and the boss’ name would be signed to it. I have seen two or three of those papers myself.
- Q. Does your union give any benefits? A. Yes.
- Q. What are they? A. If a man is sick he receives \$5 per week.
- Q. For how long? A. For sixteen weeks.
- Q. Does his family get anything at death? A. After that he receives \$3, and then it comes down to \$2 per week. At death the amount is according to the length of time he belonged to the institution; it runs from \$200 to \$500.
- Q. Do any females belong to your union? A. Yes.
- Q. Do they get the same wages as the men? A. Yes; but not in this city. We tried to get the females to join the union in this city. One or two joined and they were discharged immediately; they are in Detroit at the present time. That intimidated the balance and they would not come into the union. ...
- Q. Has foreign contract labor ever been brought into competition with your labor? A. Yes; at the time of the strike a car load of Pennsylvanian Germans was brought over here. They were landed at the station and marched up the street under police protection, not that we were going to hurt them.
- Q. Will you please tell us about this black-list; how did they black-list you? A. It came out in the daily papers here. The bosses signed an agreement, a contract, under bonds, I think it was for \$300 or \$500, (I do not speak with certainty of the amount), that they would not employ for a term of three years any of the people locked out.
- Q. Did you ever try to get employment since? A. My name is on the list, simply because I happened to belong to the union at the time.
- Q. After you were locked out from the shop did you try to get employment in the city? A. Yes; I was offered work provided I would throw up the union and have nothing more to do with it, but I had paid my fees into the union for some years, and I was entitled to benefits, and I did not feel like going out.

By MR. KERWIN:

Q. There was an assertion made here yesterday that all cigarmakers were inveterate drunkards. Is there any truth in that statement; do you know anything to the contrary? A. I do. I know quite a number of sober, very good men, who are not inebriates or drunkards. Some take a glass of beer, some do not. There are quite a number of hard nuts running through the country, the same as there is in any other trade, and it is an easy matter to condemn all the men on that account. The masters always had the influence of the press in this city and we could never have a word to say. That statement to which you refer is false.

Q. He said they were all inveterate drunkards? A. It is not so.

By MR. McLEAN:

Q. Was it on account of the black-list that you had to leave the city? A. Yes.

Q. Excepting for that you would be living here? A. Yes. After we were locked out I got employment with a man named Clarke, now in Chicago. He started in a small way and used the blue label, and he had capital to employ nine men. He got all the hotels at the back of him. I was not there very long before two of the bosses wanted to call him into their meeting and get him to black-list me; they wanted him to discharge me. One gentlemen went so far as to offer him a case of tobacco if he would discharge me and get me out of the city. Mr. Clarke went out of business and went to Chicago. I then received employment from Mr. Reynerd, now dead. His son is in the city and he can corroborate what I say. I was one week as foreman when some of the men came there and said I was a dangerous person, an agitator, and so forth, which was false. They tried to get me discharged. I went away to Tillsonburg. I held a position as foreman, and we were running along very nicely when suddenly one day a telegram came from Ottawa stating that the duty on cigars was doubled from that day forward. We had a contract for 150,000 cigars, on which we would lose \$3 per thousand. The government gave us the change too suddenly. We would not have lost anything except for the suddenness of the change, and it left us a very small margin on the contract. Of course, that was the reason for closing the place down. The boss said the internal revenue was too high and he would close. That threw me out again. I come back to London,

where my family were all the time. I went to three or four different establishments seeking work, believing that as the three years had expired the matter would be all right. But I found the same old thing. Several others came back and tried to get jobs, but the bosses said, 'We cannot give you work if you belong to the union.' They told us this straight and plump. ...

By MR. FREED:

- Q. How long has the blue label been in use? A. Quite a few years; about fifteen years, twelve years anyway.
- Q. What was the object of introducing the blue label? A. To protect our work against inferior and cheaper goods.
- Q. I suppose that label is only given to manufacturers who employ union men? A. Exactly; to manufacturers who will pay the prices of the union.
- Q. And the object is to discriminate and to influence the public to discriminate against the use of cigars which do not bear the blue label? A. Yes.
- Q. Do union men work with non-union men in cigar shops? A. Yes; in what they call open shops.
- Q. And in those open shops where union men are employed do they have the blue label? A. No; union labels are only allowed in shops that employ union men and comply with the union requirements with respect to the apprentice system, and comply with the laws of the union. I may say that we are not allowed to strike except we are guaranteed the protection of the International Board of the International Union. No local union and no shop can strike unless their grievances are submitted to the board of arbitration, that is the executive board of the International union. They consider the grievance and the prices of living, and the wages paid, and whatever they decide is what we have to abide by, but if they say our case is not just to strike we have to go to work; if we do not do so they send members to take our place.

By MR. FREED:

- Q. Can the executive board order a strike if the local board is opposed to it? A. Yes; but it is not customary to do so.
- Q. Has it ever been done? A. Each local union has a perfect right to make its own by-laws to govern its own work, provided it does not infringe on the international constitution.

By MR. McLEAN:

Q. Do you take a vote in the case before you go on a strike?

A. Yes.

Q. What vote do you require; what has the vote to be — a two-thirds vote? A. The local union cannot strike, no matter whether it takes a vote or not. They can move for a bill to strike, and if the majority of the meeting is in favor of a strike against a reduction or a lock-out, or anything of that kind, they send their grievance to the executive board, which considers them and sends them the results of the meeting, whether they stand by us or order us back to work.

Q. Was that done in the case of the difficulties here? A. Yes.

Q. Your grievances were sent to the executive board and approved by them? A. Yes; as soon as the doors were locked. In case of a strike the men have to submit to that line of action; in case of a lock-out, I believe, it is generally understood that the men are placed on the list for benefit.

HAMILTON

GEO. T. TUCKETT, Tobacco Manufacturer, Hamilton, called and sworn.

By MR. FREED:

Q. You are a member of the firm of G.E. Tuckett & Son? A. Yes; the junior member.

Q. What is your business? A. Tobacco manufacturing.

Q. How long has the business been established in Hamilton?

A. Since 1867.

Q. Do you employ many hands? A. About 300.

Q. What class of people do you employ? A. Well, we employ white and colored, male and female.

Q. Of what ages? A. From fourteen up to about forty.

Q. Have you a considerable number of young persons working for you? A. I should say about 120 to 150, boys and girls; they are changed from time to time. Of course we have more in winter time than in summer time.

- Q. Do you think any of them are under fourteen? A. Well, we have a rule that firms have to be guided by, that no one shall be employed less than fourteen. We had some factory inspectors going through the factory, and I told them we had a great deal of trouble in finding out the age, and they told me they were going to get out certificates which parents would sign.
- Q. What rates of wages can these people earn? A. They average about \$1.25 a day; that is what we pay ourselves. The children are paid by the 'rollers,' and when I said 300 hands I was counting only the grown up people — those we pay ourselves.
- Q. How many are employed altogether? A. The average would be from 400 to 425. It depends on the season.
- Q. Are they at liberty to work if they wish to? A. Yes; we cannot get them in summer time.
- Q. How long in the year is the factory closed down? A. Six weeks to two months.
- Q. What part of the year? A. During Christmas and New Years, and generally in summer time, according to the heat. If it is hot we shut down longer, but generally it is about four weeks. Last summer we shut down for six weeks, on account of the heat.
- Q. Is it necessary to employ young persons in this business?
A. Yes; in order to strip the tobacco; the older hands would not be so nimble.
- Q. Are these children living with their parents generally?
A. Generally they are mechanics' families and poor people. Some are the children of widows.
- Q. Would it not be better for them to go to school than to work for you? A. Well, the mothers come to me and say that their children will not go to school, and in order to keep them off the streets, they send them to me.
- Q. Have you reason to know that many of them are the children of such mothers? A. I could not say. At times we have children of that sort. As a rule, we have the parents come to the factory, and have a bargain made between the 'roller' and the mother or father, in our presence, the first time, and we see that the children go with the proper man and get properly paid for their work. The wages of a child from fourteen to sixteen are from \$3 to \$4.50 a week.

- Q. How long a time do they serve before being able to earn \$3 a week? A. The first week, as a rule, they get about \$1.50 to \$2; the second week perhaps \$2.25, and afterwards it depends upon the child, but generally in three weeks they get \$3.25 to \$4. If the child can take the stem out without tearing the leaf too much they get \$4 to \$4.50.
- Q. Can children from fourteen to fifteen years old earn those wages? A. Yes; if they are smart.
- Q. Is the work in your factory a trade, so that those who have learned it will be called mechanics? A. Yes. If the stemmer goes along and gets to be smart he gets to be a 'roller'; then he gets on to be a wrapper, and then the foreman mentions it to us, and when they are at eighteen or nineteen, and fit to become apprentices, they are given benches. He serves for three years, for the first two years at ordinary work and the last year in fine work, and after the last year they become journeymen, and get journeymen's wages.
- Q. Do you use much machinery? A. Considerable.
- Q. Do accidents ever occur? A. We have guarded against them in every way possible.
- Q. What are the sanitary conditions of the factory? A. We have had three generations working in the factory until lately. The grandfather was there, and the father, and we have two sons there now, grown-up men. ...
- Q. Can you tell us anything about the experiment made a few years ago in your factory in reducing the hours of labor? A. We found that by starting in the summer time at 7 o'clock and working until 6, and giving them a half holiday on Saturday, so that they could get off and enjoy themselves, they worked steadier and with more vigor. In the winter time we start at 7:30 in the morning and work until 6 o'clock, allowing them one hour at dinner, and giving them from 4 o'clock. This allows the mothers to do the marketing in the daylight, and we find that they can do the same amount of work in the nine hours, and then they appear more healthy and strong than when working the longer hours.
- Q. Practically, then, you reduce the hours from ten to nine, without any reduction in the product? A. Yes.

- Q. Are you satisfied, as employers, with that reduction? A. Yes; or we would not have kept on with it.
- Q. How were you induced to make this reduction? A. By my father's own free will; by reading and observing. ...

By MR. HEAKES:

- Q. Have you any knowledge of the profit-sharing in manufacturing, or in the system of bonusing? A. No; as a rule, we mean to reward merit in the factory. Of course, they get their wages every Saturday, as we promised to pay them, and at the end of the year, when we see that they take an interest in us, we give them purses according to merit.
- Q. Is it not on the principle of profit-sharing? A. No.
- Q. Do you find, under the system you pursue in that respect, that your people take a better interest in your business? A. Yes; we do, because they notice that we are watching their interests and rewarding merit, and therefore they watch our interests.
- Q. Do you think it possible to introduce profit-sharing generally in manufacturing? A. No; I do not think it possible.
- Q. Will you give us some reasons for thinking so? A. Well, in the first place a man has to stand the chances of great losses, and besides it would cause discord, because if the man is a large buyer prices might drop, and the employés are not going to lose that themselves.
- Q. They would be willing to share the profits but not the losses? A. Certainly.
- Q. Have you ever had any labor troubles in your factory? A. Never, sir.
- Q. Have you ever given the subject of arbitration any thought? A. No; we have had no reason. ...

By MR. GIBSON:

- Q. Having found the nine-hour movement profitable and satisfactory could not you reduce it still more, with the same result? A. It might be the last straw which sometimes breaks the camel's back.
- Q. You think that nine hours is a fair limit? A. I think so; from what I have seen and heard I think it has proven to be about the limit.
- Q. You have not tried any other? A. Of course, I am only speaking of what I have read in the papers on the United States; I find that the jumping into the eight hours has caused a great deal of

trouble; it is going too far the other way. There is always a happy medium. ...

FRED. WALTER, Moulder, Hamilton, called and sworn.

By MR. FREED:

Q. You are a moulder, I believe? A. Yes.

Q. About how many moulders are employed in Hamilton? A. I am here as a representative of the union, in which there are from 350 to 400 members. There are about fourteen or fifteen moulders in the city who are not in the union; that is the number within a few.

Q. Are the moulders belonging to the union willing to work in the same shop with non-union moulders? A. The whole of the men in the city, with the exception of those in one shop, are union men. There is one shop where non-union men are working, and there are also some Union men there.

Q. About how many hours in the day will a moulder work? A. Of course, it is somewhat difficult to say that, because there are so many different branches. Some workshops will work ten hours a day, others nine hours, and some even more than ten or eleven a day.

Q. Is it within the control of the moulders as to how many hours they will work? A. No; sometimes they are kept late because they cannot get the iron when they want it.

Q. Have they to work after the casting is done? A. Yes; till it is all poured off, taking the castings out of the sand and fixing the sand for the next day. In large shops for stove-plating and machinery this is left till the next day.

Q. There is very much of it, I believe, hard and laborious work? A. Yes.

Q. In even the best shops the work is so hard that I suppose the men are covered with perspiration? A. Yes; in the stove-plating shops you can generally take your under-shirt off and wring it out at any time of the year, even when the temperature is below zero outside.

Q. Is there any way to make this work less laborious? A. No; they have tried to do so often; they have tried to introduce different kinds of machinery, that has been intended to try and facilitate

moulding, but it does not alter the character of the work, which seems laborious. It has never been successful, so far.

- Q. Can anything be done in the way of shortening the hours, so that the men will be less fatigued at the end of a day's work? A. We have tried to do something in that way, but the business appears to be run in seasons. We have seasons when there is nothing to do, and then when there is work we must do all we can. There is no disposition on the part of the employers, I think, to spread the work over the year. The business runs in the way I have said, and we have no power to control it.
- Q. Could employers extend the work over a greater portion of the year than they do at present, and thus shorten the day's labor? A. They used to do so years ago, but of late years, and especially in the stove business, they calculate that there have been a great many changes, in the patterns, from new designs being introduced, and the difficulty is to know exactly what they are going to sell.
- Q. It is necessary, I believe, to shut down for sometime to sort up and get ready for the season's operation, is it not? A. No; nothing more than to take stock. They are changing their styles all the time, even when we are working. It is not necessary to shut down more than a few days.
- Q. It is the custom to shut down? A. Sometimes it is necessary to shut down for a few days to repair the engines, or something of that kind. ...
- Q. What is the average term the shops are closed, taking not one year but a series of years — taking such a series of years, what time would they be shut down in the stove foundries? A. We have appointed a committee of the union to figure this up, and the result arrived at was, that taking all the moulders together that we are not employed more than 60 per cent of the time. ...
- Q. When the moulders are at work what would be a fair average wage for a moulder to earn per week — do not take the very best men nor the poorest men, but take an average man, so as to give us a fair statement? A. We place the average, taking a series of two or three, at about \$1.35 a day. Hardly two men will make the same pay.
- Q. You have gone into a calculation in this matter in your union? A. Yes; a committee was appointed by the union, which met and

went into the question minutely, and they have agreed, at about that amount.

- Q. You think, then, that an average day's earning for a moulder in Hamilton would be \$1.35? A. That is taking the body; we were figuring for the whole body.
- Q. Did you count 200 days for the year? A. We counted the number of days we work, the individual time, because that would come to very much more.
- Q. The rate of \$1.35 per day would come to a little over \$400 a year as the average earnings of a moulder in Hamilton. Am I correct in that statement? A. We did not figure it up for the year. I don't think it comes as high as that; that was the estimate we arrived at, however — \$1.35 per day.
- Q. Do many of the moulders save money? A. Yes; quite a number of them; that is to say that some of them are able to put up houses of their own.
- Q. Have you been able to buy a house? A. I did own a house, but I sold it again.
- Q. In order to save money I suppose the men must be very economical, temperate and prudent? A. Yes.
- Q. Have you had any serious labor difficulties of late? A. We had some difficulty last summer.
- Q. What did it grow out of? A. In order to understand the nature of the difficulty I will endeavor to explain it: Some six or seven years ago we received a rise of wages; times were pretty good here then. It was a rise on the rate prevailing at that time of 10 per cent, and afterwards of 20 per cent. It continued for about two years, and it was taken off five years ago this winter. When it was taken off we insisted that when times became sufficiently good to warrant its payment it would be put on again. Years went on, and times appeared to be pretty good again last summer. The men had been waiting for the increase to be again put on, and it appeared as though it would not be given them; the men then asked for it, and the men then decided that they would refuse to work unless some settlement was arrived at. They were out of work eight or nine weeks, and then an agreement was entered into between the employers and the men.
- Q. How was the compromise or agreement reached? Was it by a conference between the men and the employers? A. Yes; a

committee waited upon the employers and stated their grievances, and the employers sent the committee to the Moulders Union; and those two bodies met, until finally an agreement was arrived at.

- Q. Was the conference conducted in a friendly spirit as between the men negotiating, or was there any hard feeling displayed? A. It was very friendly. I was on the committee at the time.
- Q. A good spirit was displayed on both sides? A. A very good spirit was displayed on both sides. ...
- Q. What was the compromise? A. The men asked 10 per cent advance, and the compromise arrived at was that we should receive 5 per cent for six months and that the 10 per cent should be granted for twelve months, commencing on March next. ...
- Q. Are there any benefit branches in connection with your organization? A. Yes; we have a sick benefit in connection with it. There is also a provision so that if a man is injured he will receive \$4 a week so long as he is unable to work. We have also a fund to bury our members.
- Q. Is it a fact that in your union one of its principles is to resort to arbitration before you resort to the extreme measure of a strike in labor troubles? A. Yes; we do not believe in resorting to a strike except as an extreme measure; we believe in endeavoring to do away with that as much as possible, and never fall back on that only as a last resort.

By MR. HEAKES:

- Q. Are the workingmen in your trade in favor of the establishment of a bureau of labor statistics at Ottawa? A. We are favorably disposed to that, and we believe it would be a benefit to all classes concerned.
- Q. Another object for which the Commission was appointed was to ascertain, if possible, from the workingmen themselves, some method of avoiding these continued strikes, by adopting some method of conciliation, or arbitration or some other means in the settlement of disputes; and the evidence taken now will have a very large bearing on that subject. What is your opinion in regard to it? A. The settlement arrived at in our trade appears to be a very good one. We have entered into an agreement on the part of the union with our employers not to ask for a rise of wages for eighteen months; we did that when the settlement was made.

They agreed to give that advance and not to reduce the wages during that time. By the agreement arrived at the employers will be able to figure on the wages they will have to pay, and this will be beneficial both to the union and to the employers. They have an association and we have a union, and representatives of the two met together and entered into this agreement. ...

ALEX. MCKAY, M.P., Hamilton, called and sworn;

By MR. FREED:

Q. You are a member of Parliament for Hamilton? A. Yes.

Q. You have been mayor for two years? A. Yes.

Q. Your term has just now ended? A. It ended last Monday.

Q. Before you were mayor you were an alderman for some time? A. Yes; for seven years previously.

Q. So that you have a pretty good knowledge of public affairs in Hamilton? A. A moderate amount of knowledge.

Q. Are you able to give us any idea of the amount of destitution in Hamilton? A. I cannot tell you the exact amount. I can tell you that there is a certain amount in Hamilton, and I presume there is in all cities of the size of Hamilton.

Q. Are those persons who are chronic applicants such because they are unable to get employment? A. There are a great number who are not chronic applicants. There are several classes of applicants. There are chronic applicants, as in other cities, who apply every winter, and not only during the winter but throughout the year. They have to have a certain amount of relief. All applicants are not chronic; they change.

Q. Are those who are chronic applicants such through illness, or physical disability, or mental disability or old age, or are they able-bodied people? A. Of those that go by the term 'chronic applicants' a large proportion are old women and old men, and who apply on account of old age, poverty, and so on. ...

Q. As to occasional applicants: what class do they represent? A. Occasional applicants are people who come into the city and have not been successful in getting work. ...

Q. In what periods of the year are these applicants for relief most numerous? A. During the winter season; the extremely cold weather brings them out.

Q. Are many of them permanent residents of the city? A. A great number of them are.

- Q. To what do you attribute the fact that they are compelled to ask for relief? A. A great many permanent or continual applicants are widows with families to support — a greater or less number of children.
- Q. Are there any class of working people in the city, who work during the summer and are idle during the winter or portions of it? A. There are some cases of that kind. ... Quite a number of day laborers, who have not succeeded in laying up anything in the busy season of summer to keep them and their families during the winter.
- Q. What would be the nature of the relief granted to those? A. The city does not grant much besides fuel, and in exceptional cases groceries and flour. They work in conjunction with the benevolent societies connected with the different church organizations and the national societies.
- By MR. CARSON:
- Q. Are many of the cases brought to destitution by strong drink? A. There are cases brought to that condition by strong drink.
- Q. Many of them? A. Quite a few.
- Q. Are they mostly young, or the older class of laboring men? A. It takes in all classes, but I think poverty is not altogether caused by strong drink. ...
- By MR. FREED:
- Q. Are corporation laborers employed during the winter as well as during the summer? A. Not as steadily during the winter as during the summer.
- Q. Do any of them become destitute during the winter? A. We have had applications from some who have worked for the corporation during the summer season.
- Q. Are extra exertions made by the civic authorities to provide work for those of them who are destitute? A. We have on several occasions during the winter provided work to give employment to people out of work. We have started civic works. Some years it takes the form of stone-breaking, and at other times opening up of new streets; quite a number of years ago they used to build sewers during the winter.
- Q. Has that been necessary of late years? A. We have not done any of that of late years.

Q. What rates of wages do corporation employ  s receive? A. During the summer \$1.37½ a day for ten hours' work.

Q. And in the winter? A. I think on the 1st of November it is lowered to \$1.25, and they work nine hours in the winter. The light does not continue long enough, and I think 12½ cents a day is cut off during November.

By MR. HEAKES: ...

Q. Are you aware that in any other city the same practice prevails of cutting the wages during the winter? A. I could not say.

Q. Do you know that in Toronto they receive the same wages the year round? A. I don't know whether they do or not.

Q. And work nine hours a day all the year round? A. I don't know that. ...

By MR. ARMSTRONG:

Q. Don't you think that if corporation work is done immediately under the supervision of the engineer and the board of works that the work would be better done, and spread over the winter to a greater extent than now, under the partial contract system, and that it would be better for the poorer classes? A. I believe it would be better done; I would not say it would be as cheaply done, but there is no doubt it might be spread over a longer time and continued during the winter; that is, if the intention was to do that, it could be done.

Q. And if it had the effect of preventing people from losing their manhood or womanhood by begging, through no fault of their own, it would be a benefit? A. If it could be done, by keeping up a person's self-respect.

Q. Exactly: that is to say, that these people by begging and living on charity lose their manhood or womanhood to a certain extent? A. Certainly. There will be people who will beg or who will not work at any rate — people who will not save anything. ...

WILLIAM COLLINS, Engineer and Machinist, Burlington, County of Halton, called and sworn.

By MR. FREED:

Q. I believe you are not now actively engaged in any business?

A. No; not at present.

- Q. How long is it since you ceased to work at your trade?
A. Fifteen years; it was in 1872 when I ceased active business. ... I came out in 1857 and I retired in 1872.
- Q. Your position was, I understand, a little more favorable than that of an ordinary mechanic? A. Decidedly so, in more than one way.
- Q. You had no large family to support? A. I had no family but my wife. ...
- Q. Did you find it possible to live in comfort and save money while you were at work? A. Undoubtedly I did.
- Q. I do not want to pry too closely into your private affairs, but I may ask you this question, I think: Did you find it possible to lay by so much money out of your earnings that at any time you were able to retire and live without working? A. I had acquired what I considered a sufficient competency, and then retired at the age of fifty years. It had been my purpose for years if I was blessed with health and strength to cease at that time from active work, and I rigidly carried out my purpose, for which I am thankful to-day, fifteen years having elapsed since it was done. I retired in the full vigor of all my faculties. I was at that time, when I retired, able to enjoy life, and I am satisfied since of the wisdom of that step.
- Q. While you were at work earning that competency did you deny yourself any of the necessities of life? A. No; not at all.
- Q. Did you deny yourself any of the ordinary comforts of life?
A. Not of the ordinary comforts.
- Q. Those you considered necessary to well-being and ordinary comfort, I mean? A. For their assistance or well-being. I was exceedingly fortunate in my matrimonial adventure, and it was our united purpose to purchase the best that, consistently with our circumstance, we could obtain, and to make use of that purchase economically. It is in economy, as you know, and as we all know, where the race is won.
- Q. But this economy, as you understand it, did not involve denial of the ordinary comforts of life? A. Not at all; but at the same time I am prepared to admit that to a fairly cultivated taste a man who has to live on the earnings of a mere mechanic has to practise denial; that follows of necessity.
- Q. You have told us that you have had no children to support: do you consider that a man with children who was working when

you worked, and who was receiving like wages with you and living under like conditions, except in that regard, could save money, although, perhaps, less than you were able to save?

A. That is a question I could scarcely answer. Perhaps, from my acquaintance with the subject, I can say that a man with a family of two children, a son and a daughter, will find his earnings, if an ordinary workman, readily absorbed in the education of these two children, if he is so disposed. Whether it would be proper to do so or not is an open question; it is a question I would dissent from. But the moment you have any children, if even an only child, it seems to me that the earnings of an ordinary mechanic would count for very little. ...

By MR. HEAKES:

Q. You think the introduction of machinery, while it has made more work, has not materially benefited the skilled mechanic?

A. I hold that the employés to-day have not participated in the advantages that have been attained by the inventive idea. There is no doubt that we have enjoyed certain advantages, but I think, as regards the employés, that their outlook and possibilities of remaining employed are more precarious, and will continue to be so. That is my impression.

By MR. FREED:

Q. Is it not a fact that the introduction of machinery by multiplying processes causes a greater use of products? A. Undoubtedly.

Q. Have you also thought that a great deal of employment is created by the manufacture of those machines? A. I believe that is the case. But you see, unfortunately for the employé, that the object of the manufacture of those machines is to reduce manual labor. Now it would be all right if the whole community equally benefited — I do not go in for the laboring classes enjoying all the benefits — but I want the working people to enjoy their portion. I am prepared to assert here or any where that the working people as a class do not enjoy those rights. ...

By MR. HEAKES:

Q. Do you think carters, even though so many more are employed now, are better off to-day than they were then? A. I do not believe any man who has to live by his labor is to-day any better off than he was twenty-five years ago; in other words, I believe that labor to-day is not sufficiently remunerated; in fact, a laborer does not get his share of the benefits. ...

By MR. FREED:

Q. If the number of people employed in transportation has been increased in consequence of the introduction of machinery and locomotives, is it not true that the number of people employed in making locomotive cars and railway iron, and building railways, has been immeasurably increased over the number of people formerly employed in making stage coaches and waggons?

A. That is true.

Q. Is it not possible to carry out this line of reasoning, and say that this rule has been applied to almost all branches of industry in which machinery has been introduced? A. No; and I will show you why. In my opinion, the introduction of machinery has been detrimental to the interests of the employé, inasmuch as the introduction of machinery reduced the labor required. The planing-machine, the lathe, the slotting-machine and others were novelties in my day. When I first went to the trade we had a casting from the foundry. An ordinary mechanic like myself would take and lay the work out. Then he would chip it with the hammer and chisel, and after that chiseling process he would file it to make it true, square and clear of twist. Since the introduction of the planer has become universal, an unskilled man starts a planing-machine, which moves back and forth, and does the work silently and cheaply, and to a certain extent only does it better, but it may be at one-fourth of the cost, and in one-third of the time. ...

Q. What I am getting at is this: Is it not true that these improvements in machinery create a consumption? A. No doubt; unquestionably so.

Q. Are there in proportion to the population fewer or as many, or more mechanics now, than there were a quarter of a century ago? A. Yes; no doubt there are more mechanics employed to-day, but I hold that they have not kept pace with the rest of the population, that is as mechanics. There is some hocus-pocus about this that I cannot exactly get at the bottom of myself. I feel somehow or other that the employé is run out in this question — he is not considered. He is just a pawn in the game, and there is where the trouble lies, and until the employé awakens he will lie there. There is no hope for a man who has nothing but his bare labor to do, unless he will think rapidly, and practise those

virtues of which I have spoken now and so often before. These he must keep constantly before him.

Q. Are those virtues industry, perseverance and economy? A. Yes.

Q. Can you suggest anything that would improve the condition of the workingmen except by allowing matters to be controlled by the old law of supply and demand? A. I think so.

Q. Please give us your views on that point? A. I have given this subject considerable thought and attention. Five years ago I became acquainted with our friend Henry George, a gentleman of whom you doubtless all have heard. Since that time I have been a very diligent reader of George, and I think to-day — in fact, I would almost be prepared to argue it with any one — that the ideas that Henry George advocates seem to me to be logically certain as being the only remedy that has ever been proposed. I have read Smith, Ricardo, Carey, Mill, Spencer and all the others, and I merely mention this fact to give you an idea that I am fully posted in what has been said up to the present time. No doubt Henry George is to-day a person who is deeply railled against by interested persons.

The CHAIRMAN: The witness cannot be allowed to go into an essay on the matter.

By MR. HEAKES:

Q. Setting aside the land question altogether; do you not think that if the producer and consumer were brought closer together to a large extent the present difficulty could be obviated? A. Yes; that would be the panacea that must eventually come. What we want to-day when things are out of joint is to get them into working order. Many leading thinkers see pretty plainly what is going to come, and there will have to be a revolution in the tariff by-and-bye, and many of the interests will be paralyzed, both here and on the other side. There is no help for it. ...

JAMES MUNRO, Foreman Tailor, Hamilton, called and sworn.

By MR. FREED:

Q. How long have you been in the employ of Messrs. Sandford & Co., or of Mr. Sandford? A. Somewhere about six years.

Q. How many persons, as a rule, are employed by that company?

A. It is not easy to give exactly the figure. Altogether there are working at clothing and sewing in the neighborhood of 2,000.

- Q. Some of these are employed in the establishment? A. No; the work is all done outside. ...
- Q. And those employed in the establishment form a large number also? A. Yes; I do not exactly know the number altogether; I may say there are about sixty, but the others I am not conversant with. I should think there are about 120 or 160 in the building altogether. ...
- Q. Are you able to give us any idea of the wages they earn? A. I have known a good hand to make as much as \$15 per week.
- Q. By their own work? A. That is what came to them after paying the help they had.
- Q. Are you able to give us any idea of the wages they pay to their help? A. Not outside — and they take a good many apprentices and pay them from about \$2.50 to \$7 a week. ...
- Q. Do you think it is possible for a woman who works on ordinary clothing in a reasonable number of hours, say ten hours per day, to earn \$1 a day? A. Yes.
- Q. Is it within your knowledge that any one who does not employ assistants earns that sum? A. Yes; I have not the least doubt of it. I do not know that anything presents itself to my mind at present in regard to the matter, but I am satisfied they can earn that sum — that would be a good hand.
- Q. You are satisfied they can earn over \$1 a day? A. A good, competent hand can earn over \$1 per day. If they could not there would be no necessity to bother to drag the stuff in and out when they can get those wages outside. ...

By MR. McLEAN:

- Q. How many hours must a woman work to earn \$7 per week? A. From 7 in the morning until 6 at night; but it is an exception when they get \$7. They must be good hands when outside persons pay them \$7.

By MR. FREED:

- Q. Take the case of those persons who receive \$1.50 per week: How long must they have worked at the business before they will earn that amount? A. If they are handy at sewing persons will take them for a few weeks and give them little or nothing, and after that time they start, very probably, at \$2.50 per week.
- Q. Are there many persons who take work out of those shops where there are employed large numbers of sewing women? A. Yes; some of them employ as many as twenty hands.

- Q. They provide the sewing machines, and pay the rent, and so on? A. Yes.
- Q. Do those women who work at this ready-made clothing quit it and get other positions as rapidly as they can, or do they remain at it? A. They hold on to it after they have got into it.
- Q. Do you hear complaints that they cannot make reasonable wages out of it? A. Yes.
- Q. What is the nature of those complaints? A. A great many are made by those who would complain wherever they were. It is all from lack of energy or skill to go through the work.
- Q. What is the class of women who do this sewing? Are they widows or young women without family connection, or who are they? A. There are a great many widows and a great many who might as well be widows, as they provide for the whole house, and whose husbands do not care whether they can or not; and they are making a decent living, too.
- Q. Have you been in any of the homes of any of these people who sew for the company? A. Yes.
- Q. What is the character of the homes? A. They are well appointed homes, well furnished and comfortable in every way.
- Q. Can you tell us something about the homes of such women; can you fix in your mind the average home of the sewing women making ready-made clothing and not employing any help? A. No; I do not visit their houses very much. I have been in several of the tailors' houses, but I have not been in any of the women's houses.
- Q. Do you think the women live in comfort — that is, have they all the absolute necessities of life? A. Yes; both in food and clothing.
- Q. Is that a matter of opinion or a matter of fact? A. It is no opinion at all, it is a fact.
- Q. It is what you know of your own knowledge? A. If you are married, as I presume you are, your wife does not appear on the street better dressed than do these women who come and take out work.
- Q. Their clothing indicates that they are in comfort? A. Yes.
- Q. Are these women who come to take out the work the actual sewing women, or are they those who employ others? A. There are none of those who take out work and do not superintend it; that is, to see that it is done properly and help with it.

By MR. HEAKES:

Q. Contractors always take the work? A. One takes the work and employs others; that one is responsible for the work. ...

JOHN PEEBLES, Shoe-maker, Hamilton, called and sworn. ...

I come from the Hamilton Land Tax Club.

By the CHAIRMAN:

Q. What have you to say more as to facts? We cannot go into discussions on theories; we leave that to books and pamphlets.

A. The land tax is one which has not had a practical demonstration, and you cannot give a practical demonstration of it until it is tried.

Q. If it is a mere essay you wish to deliver you can read that in a book, and its publication will cost nothing to the Government. Have you any facts? A. What we propose telling you is what we wish to see done.

Q. What is that? A. We wish to see, in the first place, the taxes collected on the land values because we believe the land belongs to the people. Another reason is, that we believe that the income tax and personal property tax is a tax which it is almost impossible to fairly collect, because it is impossible to get the exact income of every individual or the proper amount of his personal property. We therefore claim that this would be more a just system of taxation, because a land value is a value always there and one which cannot be altered; it is always outside and cannot be seen. The value of personal property and of merchants' stock is always a matter of doubt, and the question of its value entirely rests with the owner himself, and depends upon whether he is an honest man or not. As a rule, he does not give an honest value.

The CHAIRMAN. What you are telling us has been published. We have not come here to listen to extracts from Henry George's book.

MR. FREED. I desire to remind the witness of the object of the Commission. (A circular stating the objects of the Commission read). I grant that theories respecting land have a certain connection with the condition of the working classes. As one member of this Commission I am perfectly willing to hear facts bearing upon the contention of the witness, but I submit that theoretical essays ought hardly to be received by the Commission.

By MR. ARMSTRONG:

Q. Where it is known that lands in cities are held for speculative purposes you think large taxes should be placed on such lands?

A. I do not know that large taxation should be placed on those lands or on particular lands in certain localities; but we hold that the value of the land, without including any improvements, should be taxed to its full annual value. This would result in making it unprofitable for any one to hold land for speculative purposes.

Q. And you think the result would be that house rent would be cheaper? A. Yes; it would have the result of cheapening the rents.

Q. Do you believe a single land tax would serve all purposes, without any other special tax being levied for Government? A. Yes; a single land tax. The value of the land in New York City is estimated at ten times the taxes at present raised by the revenue of that city. That is an estimate made by Henry George.

Q. You believe in taking off taxation from improved property?

A. Yes; and placing it on the value of the land without improvements; a value is added to it by the community.

The CHAIRMAN. We can find all that in Henry George's book.

Please tell us some facts connected with Hamilton.

WITNESS. A number of years ago, when this city was scarcely a city at all, a portion of land on the corner of James and King Streets was sold for a barrel of whiskey. The other day, one of the two stores on that lot was sold for \$25,000. The building is undoubtedly not worth more than from \$5,000 to \$7,000, so that the balance is the increased value of the land. We claim that the value of the land belongs to the community, and the community should reap the advantage by levying a tax equal to its full annual value.

By MR. FREED:

Q. What store was sold for \$25,000? A. The one Treble is in, I understand.

By the CHAIRMAN:

Q. Did it belong to the same owner, or did it belong to the man who bought it for a barrel of whiskey? A. No; I suppose it has changed hands.

Q. Supposing the man who held it paid \$25,000 for it and sold it for \$25,000, what is the harm? Supposing I bought a house for \$25,000 last year and sold it for \$25,000 this year on credit, do

you think I should lose the \$25,000? A. We think if the land value belongs to the community it matters not in whose hands the property should be, but it should be taken from him. ...

The CHAIRMAN. We cannot republish Henry George's book in our evidence.

WITNESS. We understood the Commission was in Hamilton to hear evidence of the material and intellectual prosperity of the working classes. We consider Henry George's theories are sound.

The CHAIRMAN. If every man comes here with a pamphlet, we cannot be expected to publish it.

WITNESS. I suppose it remains with you to say what shall be heard — we do not question that right. If you do not wish to receive any more evidence, or theory, as you call it, we cannot help it.

MR. FREED. That is what we wish to receive — evidence, not theory. If you come here with facts we will hear them. All I object to is listening to mere theory, which cannot be demonstrated.

WITNESS. The great difficulty in a matter of this kind is to draw the line where facts stop.

MR. FREED. I am sure we will be pleased to hear any member of the deputation, all of whom are respectable or influential citizens of Canada, if they have facts to tell us. I think they will see we cannot receive mere essays here, because our time is valuable on the one hand, and printing is expensive on the other, and the Government will certainly hold us to a responsible account for the expenses we incur. ...

THOMAS TOWERS, Hamilton, called and sworn.

By MR. FREED:

Q. What is your occupation? A. Carpenter.

Q. You are the District Master of the Knights of Labor for Hamilton? A. Yes. ...

By the CHAIRMAN:

Q. Have you a printed declaration that you call a charter? A. Yes.

Q. Can you leave the book? A. Yes. (Put in). The declaration of principles of the Knights of Labor of America is as follows:

To the Public.

The alarming development and aggressiveness of great capitalists and corporations, unless checked, will inevitably lead

to the pauperization and hopeless degradation of the toiling masses.

It is imperative, if we desire to enjoy the full blessings of life, that a check be placed upon unjust accumulation and the power of evil of aggregated wealth.

This much desired object can be accomplished only by the united efforts of those who obey the Divine injunction, 'In the sweat of thy face shalt thou eat bread.'

Therefore we have formed the Order of Knights of Labor, for the purpose of organizing and directing the power of the masses, not as a political party, for it is more — in it are crystalized sentiments and measures for the benefit of the whole people; but it should be borne in mind, when exercising the right of suffrage, that most of the objects herein set forth can only be obtained through legislation, and that it is the duty of all to assist in nominating and supporting, with their votes, only such candidates as will pledge themselves to vote for those measures, regardless of party. But no one shall be compelled to vote with the majority. And calling upon all who believe in securing 'the greatest good to the greatest number' to join and assist us, we declare to the world that our aims are:

- 1 To make industrial and moral worth, not wealth, the true standard of individual and national greatness.

- 2 To secure to the workers the full enjoyment of the wealth they create, sufficient leisure in which to develop their intellectual, moral and social faculties; all of the benefits, recreations and pleasures of association — in a word, to enable them to share in the gains and honors of advancing civilization.

In order to secure these results, we demand at the hands of the State:

- 3 The establishment of bureaus of labor statistics, that we may arrive at a correct knowledge of the educational, moral and financial condition of the laboring masses.

- 4 That the public lands, the heritage of the people, be reserved for actual settlers, not another acre for railroads or speculators, and that all lands now held for speculative purposes be taxed to their full value.

- 5 The abrogation of all laws that do not bear equally upon capital and labor, and the removal of unjust technicalities, delays and discriminations in the administration of justice.

6 The adoption of measures providing for the health and safety of those engaged in mining, manufacturing and building industries, and for indemnification of those engaged therein for injuries received through lack of necessary safeguards.

7 The recognition, by incorporation, of trades' unions, orders and such other associations as may be organized by the working masses to improve their condition and protect their rights.

8 The enactment of laws to compel corporations to pay their employ  s weekly, in lawful money, for the labor of the preceding week, and giving mechanics and laborers a first lien upon the product of their labor to the extent of their full wages.

9 The abolition of the contract system on national, State and municipal works.

10 The enactment of laws providing for arbitration between employers and employed, and to enforce the decision of the arbitrators.

11 The prohibition by law of the employment of children, under fifteen years of age in workshops, mines and factories.

12 To prohibit the hiring out of convict labor.

13 That a graduated income tax be levied.

And we demand at the hands of Congress (in Canada, of the Federal Government):

14 The establishment of a national monetary system, in which a circulating medium in necessary quantity shall issue direct to the people, without the intervention of banks; that all the national issue shall be full legal tender in payment of all debts, public and private, and that the Government shall not guarantee or recognize any private banks, or create any banking corporations.

15 That interest-bearing bonds, bills of credit or notes, shall never be issued by the Government, but that, when need arises, the emergency shall be met by issue of legal tender, non-interest-bearing money.

16 That the importation of foreign labor under contract be prohibited.

17 That in connection with the post office, the Government shall organize financial exchanges, safe deposits and facilities for deposit of the savings of the people in small sums. (Secured in Canada).

18 That the Government shall obtain possession, by purchase under the right of eminent domain, of all telegraphs, telephones and railroads, and that hereafter no charter or license be issued to any corporation for construction or operation of any means of transporting intelligence, passengers or freight. And while making the foregoing demands upon the State and National Government, we will endeavor to associate our own labors.

19 To establish co-operative institutions such as will tend to supersede the wage system, by the introduction of a co-operative industrial system.

20 To secure for both sexes equal pay for equal work.

21 To shorten the hours of labor by a general refusal to work for more than eight hours.

22 To persuade employers to agree to arbitrate all differences which may arise between them and their employés, in order that the bonds of sympathy between them may be strengthened and that strikes may be rendered unnecessary.

- Q. Your association is a secret association? A. Not necessarily what you would call a secret association.
- Q. Do you admit the public to your meetings? A. No.
- Q. Do you make known to the public what transpires at your private meetings? A. It depends entirely upon the nature of the business.
- Q. You have business which you keep entirely to yourselves? A. Of course; we have a ritual merely for our own protection.
- Q. You don't admit the public to witness the working of this ritual at all? A. No.
- Q. Are you affiliated with the body in the United States? A. Yes.
- Q. The General Master Workman lives in the United States? A. Yes.
- Q. Are you governed or controlled by the laws of the body in the United States? A. Well, the body does not belong to the United States. The principle upon which it works is that it recognizes no national boundary; it is intended to unite workers of all countries. A Knight of Labor is supposed to be loyal to the institutions of his country, and to try to obtain all reforms through constitutional methods.
- Q. The question is, whether you, as a Knight of Labor, are not bound by your duties as a British subject, or by the laws of other countries? A. We help to make those laws.

Q. Do you help to make those laws — I mean, the laws of the association, not the laws of the United States? A. We are bound to obey the laws of our association. ...

By MR. McLEAN:

Q. You are not bound by anything or afraid of any order from the heads of the organization to which you belong falling injuriously on your country in any way? A. No; on the contrary, we are bound to uphold the institutions of that country. ...

Q. Do you know of any combination of manufacturers where everything they do is done in secret? A. Of course, I have never been admitted. I could not swear to it, or be positive as to that fact, but I know that the Ontario Iron Founders' Association is something of that nature. It is a secret association, just as much as the organization to which I belong.

By the CHAIRMAN:

Q. Have they a ritual? A. I don't suppose it is necessary. Identity of interests holds them fast. ...

By MR. McLEAN:

Q. Are you trying to make the Order in Canada a national association? A. There are some members in favor of that, but there are others who are not. Those who are in favor of it run more into politics, while those who are not are more of the intellectual reformers. They would rather work on an industrial basis, getting co-operation and working on that line, and waiting for the intelligence of the people to assert their rights — waiting for the development of intelligence.

By MR. ARMSTRONG:

Q. Do you think it would start industrial co-operation, provided there was a national organization of the Knights of Labor for the Dominion? A. It would, to a certain extent.

Q. How, please? A. You will understand there is a good deal of feeling exists between people of different nationalities. Now, I have been working in the United States for a couple of years, and I found over there that just because I was a Canadian there was a great deal of harshness used towards me which would not have been used if I had been an American, or if I had kept my views to myself. But the Order of the Knights of Labor is trying to do away with that feeling, which, I think, does no good, as it keeps working people apart, when they should be united, upon

questions of vital importance to themselves, as working people in both countries. Their interests are identical, and I cannot see where a doubt should be created; and in the matter of co-operation it requires such an immense amount of capital for the development of the scheme, and the Knights of Labor think if we were to form a General Assembly for Canada it would remain an Order to a large extent composed of men who would go into this movement in Canada, but they would not understand the real principles of the organization so thoroughly as men who have worked in the Order from its inception. I think it would be best to maintain the connection between the Order in Canada and the Order in the United States. As it is to-day, we have power to form provincial assemblies, and govern ourselves – as you will see in our constitution – and the different States have the same power, and we are merely governed by the General Assembly, just the same as the Supreme Grand Lodge of Oddfellows govern their body. The General Assembly has certain essential features that these smaller bodies have not, and we look to the superior body entirely for these benefits. ...

KINGSTON

WILLIAM WILLSON, Manager of the Kingston Cotton Company, Kingston, called and sworn.

I desire to make a brief statement to the Commission. Our company employs 208 helpers, of whom seventy are men, and 138 females; including thirty-six men, thirty-four boys, ninety women and forty-eight girls. The wages paid by the company for the full two weeks' work is about \$1,200. Twenty men's wages range from \$20 to \$10 a week, average \$12.50; sixteen men's wages average \$7.29 per week. The boys' wages from \$5.70 to \$1.90 per week. The women will average \$5.70 per week. About twenty boys average over \$6 per week. The girls' wages range from \$5 to \$1.90 per week. With regard to ventilation and overglutting: the part of our mill in which we have the largest number of help is the weaving room. It is 190 feet long, 72 feet wide, and 13 feet high, or in other words, it has 170,800 cubic feet of air

space, in which there are seventy-two persons employed, which gives an air space to each individual of 2,470 cubic feet, less than one-quarter of the space being occupied by the machinery. In a cotton mill there is a source of ventilation which is not very often noticed — that is, we have large pulleys and straps working at perhaps a speed of 2,000 feet a minute, and they give good circulation to air, and whether the windows are open or not you have ventilation from that source. Our sanitary arrangements I think are very fair. We have seven good water-closets, four appropriated entirely for the use of females, but separate and apart from the others; three to the males, in addition to three urinals. I may just say a word with regard to morality of our helpers. I am proud to say that there is not a single individual, during the four years of my servitude there, who has been hauled up for any act committed at the cotton mill. Drunken characters we do not keep about the place — habitual drinkers. If we cannot cure them we discharge them. One reason why I have made this statement is on account of insinuations that are thrown out now and then, which have a tendency to create an unpleasant feeling between the employers and the employés, and I am rather sorry to say that our local papers are sometimes guilty of publishing such insinuations, and it would be well if they were stopped. I received a note from the Commission the other day, requesting me to attend here and bring certificates with regard to certain individuals. For some of those children mentioned we have not got certificates, and I must explain how that came about. Until November I did not know anything about the Factory Act being in existence — we had never received any official information. My first intimation was the visit from the factory inspector. He made his business known to me, and I went round the mill and showed him all the help, and more especially the children. At that interview there were only two whom he requested us to discharge; one was a very small boy under age, and another was a girl — a very large girl for her age — but he found out it was not a matter of necessity for her to be at work, that her parents were able to keep her, and probably that was why he requested us to discharge her. He requested us in future to get certificates of age from all the employés, and I believe we have complied with his instructions to the letter — to which these certificates I now have will testify.

These are the certificates we have received from all the children we have employed since we got instructions to do so from the inspector. I believe we have not a boy now under twelve years in the mill. We have some girls under fourteen, but they were employed before the inspector visited there, and he did not tell us to discharge them. In fact, he hinted that we need not do so, but that in future we must comply with the Act.

By MR. ARMSTRONG: ...

Q. Could there be any girls whom you employed before last November, and who were under age then, who are under age now?

A. I dare say there are a few of them who were employed then, and who are still under age at the present time.

Q. Have you got any certificates for them? A. No.

Q. You still keep them in your employ, and they are under the age required by the Act? A. Yes.

Q. How many times did the factory inspector visit your mill last year? A. Once.

Q. Did he make a thorough inspection? A. Yes.

Q. Did he make any suggestion that you should make alterations, or anything of that kind? A. No; I don't know that there was anything he instructed us to do very particularly. We had a general conversation after he had been around the mill. I told him about what we had done, and he seemed to be satisfied. He spoke about the sanitary arrangements. I showed him our system, which appeared to be satisfactory to him, and on the whole, I think, he made a very general inspection.

Q. What facilities have you for escaping from the upper floors of the mill in case of fire? A. Our mill is a three story mill. Our bottom story extends about 40 feet further than the two stories above. Out of the second flat you can step on to the roof of the flat beneath, and we have ladders, in addition, so as to reach the upper story. In other words, we have exits at each end. If the staircase was blocked after an alarm of fire we have an exit at the other end.

Q. Do the doors open outward or inward? A. They open inward.

Q. Are you aware that that is contrary to the law? A. Yes.

Q. Did the inspector inform you of that fact? A. I am not aware. He left me a copy of the Act, and I saw it mentioned there.

Q. Are they still in the same condition? A. Yes.

- Q. Why do you have your doors arranged that way when it is contrary to the Act? A. The doors are never fastened; they are always open. They are large, folding doors, and they are always open.
- Q. Are they open in the winter? A. No.
- Q. Are they closed in the winter? A. No; they are never locked.
- Q. Are you aware that accidents have been in factories like yours? A. I discovered it by reading the Act.
- Q. Have you not got some rooms where young girls work where the temperature is higher than in others? What is the highest temperature of any of the rooms? A. About 80; but let me tell you that very recently we have arranged that without knowing that question would be put by the Commission here. I find the upper room to be sometimes unpleasantly hot. We closed the mill a fortnight at Christmas on account of dullness in trade, and we made alterations to regulate the heat during the time the mill was closed, about three weeks ago. ...
- Q. How does the health of the young girls go on — the health of the operatives? A. I am pleased to say there is very little sickness with us; I dare say there is less than in any other factory employing the same number of hands.
- Q. Have you ever known the temperature of those rooms to rise over 90? A. No.
- Q. Is there a thermometer in the room? A. Yes; in the room that gets hot now and then.
- Q. How many hours do those young girls work per week? A. Sixty.
- Q. Do they all work sixty? A. Yes; except the few who are on piece-work, who leave when they have finished their work. Those who are on daily wages work sixty hours per week.
- Q. Have you any girls employed on piece-work? A. The weavers are on piece-work; the winders are on piece-work. Sometimes they get ahead with their work and then they are allowed to go home.
- Q. You have stated that some of them receive from \$1.90 to \$5 per week? A. Yes.
- Q. What would be the age of a girl who receives \$1.90 per week? A. They are small girls. When they are first put to learn we give them about \$1.90, and as soon as ever they are fit to work they are advanced.

- Q. How long would it take a young, intelligent girl, with an aptitude for the business, to be promoted from \$1.90 – how long would she work at \$1.90 before she got an advance? A. Not more than two weeks, if there was a vacancy.
- Q. When there is no vacancy, how long would she have to work? A. That would be left to her own discretion – they can leave if they like. It is, of course, to our interest to put them on higher wages and piece-work as soon as possible.
- Q. Do you know of any of those young girls who have to pay their own board out of \$1.90 per week? A. I do not. They are generally girls belonging to families.
- Q. Do you not think that their assistance towards their families would be very meagre when they have paid for their eatables, and their clothing, and their boots and shoes, out of \$1.90 per week? A. That is a thing with which we have nothing to do.
- Q. I am only asking your opinion in regard to it? A. My opinion is that \$1.90 will not maintain a young girl; but where there are three or four of a family, and one who is receiving \$1.90, and another \$3, and another \$4, then it all comes in.
- Q. Would it do for the whole family to be employed at the mill? A. No; certainly not.
- Q. In cases where young girls are late in the morning, are they fined, or is the door closed upon them? A. Neither; I am glad to say they are very good attenders; I don't think they are three or five minutes late in the week, on the average. I am there always, and see them in. We don't allow habitual late-comers. If they cannot cure themselves of that habit we discharge them. ...
- Q. Is there any understanding between the cotton mill owners in Canada? A. In what respect?
- Q. Such as the formation of an association? A. There is.
- Q. That is in the formation of a cotton company, I believe? A. Yes.
- Q. Does the association regulate the prices of cotton? A. Yes.
- Q. You need not answer this question unless you like, but I would like you: If a member of that association sells cotton under the price is he fined or punished by the association in any way, or does he cease to be a member? A. He is subject to a fine. But I would not mind stating a word or two in regard to this matter. Two years ago the price of grade cloth got down very low indeed,

so that the mills were losing all their capital. At that time it was absolutely necessary that a combination should be formed, or some of the mills, in my opinion, would have had to cease work altogether. I am sorry to say that one mill was compelled to do so; I now refer to the St. John, New Brunswick, mill. It is pretty well known that in consequence of the state of trade the whole stock, something upwards of \$270,000 worth, was sacrificed. I believe there was a mortgage on the mill for \$70,000. The directors tried to raise the money from the stockholders, but the stockholders would not subscribe it, and they were obliged to close the mill. After that they tried to sell it, and they could not get a buyer, and then it was handed over to the mortgagees for \$70,000. Since then it has been started under a new company, and it now stands, I believe, with a capital of about \$90,000. ...

R. MEEK, Journalist, Kingston, called and sworn.

By MR. ARMSTRONG:

Q. You are considered in Kingston to be a representative of organized labor? A. Yes.

Q. Could you give us your experience in regard to matters between capital and labor in connection with employers and employés in Kingston? A. You mean in regard to difficulties between employers and employés. The policy of the Knights of Labor, with which I am identified, has been to advocate in all cases a policy of peace and conciliation. We also advocate concessions, when such are necessary. ...

Q. Have any employers of labor in Kingston refused conciliation or arbitration in cases of difficulties? A. We have only had one case within my recollection in which a reference was made to arbitration, and that case never reached a head. We appointed an arbitrator on behalf of the Knights of Labor, and the employers appointed an arbitrator; there were two or three meetings of an unimportant character. As to that, the arbitrator of the company did not show any inclination to pursue the case to the finish, and the arbitrator on behalf of the Knights of Labor reported to the Knights that his mission had been a failure, and he was released from duty. ...

By MR. KERWIN:

Q. What is the effect of organized labor on the working classes in Kingston? A. When properly understood it is a real benefit. We

have a number of employers who, I am satisfied, are fighting the Knights of Labor, and they are doing so under a mistaken sense of duty. They seem to think the organization is fighting them under cover of the order. I can assure this Commission that in every case brought before the Knights of Labor we have urged conciliation and peace; we have taken employ es who have left themselves out of the order, who would probably create trouble, who would have left their employers and done something desperate. We have talked with those men, and talked them into good common sense, and in a great many cases we have prevented disturbances in that way. I think the effect of organized labor on the community has been beneficial. ...

By MR. McLEAN:

Q. Do many workingmen in Kingston own their own homes?

A. Quite a good many; I don't know the proportion; I know a good many workingmen who have got their little homes. I think it is a great struggle for a man to obtain a home, and he must make a great many sacrifices before he accomplishes it. The wages are not very high, as a rule, especially the wages of the common laboring man, and the men cannot save a great deal out of \$1 or \$1.25 a day. It takes a good while for a man to obtain a home on wages of that amount.

Q. Do you think the workingmen's condition is better now than it was five years ago? A. I think it is a little better, and I think that has been very largely brought about through the Knights of Labor organizations. I think they have corrected grievances that would never have been corrected, in my opinion, except through them. ...

By MR. KERWIN:

Q. How many hours, in your opinion, constitute a day's work?

A. We are most seriously advocating the nine-hour system. We have, in fact, voted on it in some of our assemblies, and have decided in favor of it, and it will be adopted, I have no doubt in connection with some of our local industries. It seems to be the desire of the proprietors that this should be done. The men are anxious to take advantage of it.

By MR. McLEAN:

Q. Do you think the workingmen would be willing to take one hour less pay in the day by working nine hours instead of ten?

A. There are some who are not willing — there are some who are most reluctant to lose 40 or 50 cents, which the change would mean; but we have great hope that in a short time the lessening the hours of work will have a tendency to even up the wages, and so with this in view they are disposed to make a sacrifice for the future; there are some who are not, however, very willing to give up that small amount.

By MR. ARMSTRONG:

Q. Do you know of instances of a shortening of hours of labor being followed by an increase in wages? A. Not in this city. We have had advices to the effect that it has had that effect in other places, and we hope it will have that effect here. ...

Q. Have you ever given the subject of immigration any thought? A. Yes; I have had drawn to my attention two or three cases of very indiscreet immigration; that is, cases of men being sent to this country without means or aims and perfectly penniless. Those people, in my opinion, as a workingman, should not be sent here to add to the glut of labor in our market.

Q. You mean mechanics? A. Yes; and laboring men, too.

By MR. McLEAN:

Q. You are not opposed to immigration? A. Not to the immigration of good men. We want in Canada good farm laborers and good mechanics; we don't want the country full up with unskilled labor, which simply adds to the burdens of the workingmen. There is, of course, our great North-West open to all.

By MR. ARMSTRONG:

Q. What is your opinion in regard to the establishment of a Federal bureau of labor statistics. Do you think that it would be beneficial to the working classes? A. I decidedly think so. We are unanimously of the opinion that that is one of the best things that could be provided by the Government. We have had a great deal of experience with the publications of the Ontario Government in regard to their bureau of statistics, and just now we have to look at the reports published by the bureau for what information we can get in regard to wages, and so on. We want a similar bureau, or a better bureau, if we can get it, at Ottawa.

Q. Have you given the subject of co-operative benefit societies any thought? A. We have discussed that at some length, and if this

Commission had not come here quite so soon we might have been able to tell the Commissioners what we thought of its practical effects here, because I think it is only a question of a short time until, acting on the advice of the leaders of the Knights of Labor, we would have given it a trial here. You must bear in mind, always, that the Knights of Labor is a comparatively new organization. Although we have been in operation only a short time we have already done more than many older organizations in Canada. This question of co-operation has been before the labor party, and they are determined to try what benefits there are in it, and that before very long. They have had a good deal of testimony before them, and they have obtained a good deal of information in regard to the matter.

Q. Have you given the subject of profit-sharing any thought? A. That is a question we have not discussed. I have my own views in regard to it, and they are decidedly in favor of profit-sharing, but we have to live a long time in such a community as this, and talk a long time, and advocate questions a long time, before we can make our employers and others believe, as we believe, in the profit-sharing system.

Q. Do you think that if the leading factories in the city, and the employers of labor, would try this system, that the employés, the workingmen, would be better off than under the present system? A. Decidedly so. If we had the profit-sharing system in Kingston employers would not be suspicious, and when a man asked for a job he would not consider whether he was a union man or whether he was simply a workingman without any union connections. If he took his men into his confidence and gave them a share, no matter how small that share might be of his profits, his establishment would, in my opinion, be more productive.

By MR. McLEAN:

Q. Do you think if there was a loss that the workingmen would be willing to stand their share of it? A. I, for one, would be; I would take my risk with my employer. I cannot, of course, speak for the party generally, because as I have said, this is a question that has not been discussed by the party. Personally, I would take my risk with my employer every time. ...

WILLIAM HARTY, Managing Director of the Canadian Locomotive and Engine Company, Kingston, called and sworn.

By MR. ARMSTRONG:

Q. You are manager of the Locomotive Company Works? A. I am managing director. ...

Q. Do you pay any laborer under \$1 per day? A. I think not.

By the CHAIRMAN:

Q. There was a witness before us who stated that he was in your employ and received \$11.80 cents for twelve days' work, which would be at the rate of 98 $\frac{2}{3}$ cents per day? A. In all probability he had been docked some lost time; he arrived late, or something of that kind. I am speaking from personal knowledge and I say that I never knew a man engaged at that rate. If they were given to me in writing I would take an opportunity to investigate the matter and to know the exact results. Of course, I am quite sure that time has been docked or that time has been lost; I do not remember of any man who has been in our employ at less than \$1 since I was here.

By MR. ARMSTRONG:

Q. How do you dock a man if he is late? Do you dock him the actual time lost or, say a quarter of a day? A. I could not tell you what the regulations now are, because my connection with the company practically ceased since the 15th of December and I am not acquainted with the regulations that may govern the work now.

Q. What was the system in force under your control? A. If they were not in their places when the whistle blew for seven o'clock they were docked a quarter of an hour, and after a quarter of an hour they were docked half an hour, and after that for a full hour.

Q. The men are supposed to be right on time — there are no minutes of grace given? A. They are supposed to be in their places and prepared to commence work when the whistle blows. They are not to be coming in the gate when the whistle blows.

Q. Have laborers in your employ ever requested the company to increase their wages? A. I think so.

Q. What became of their request? A. When you refer to laborers, do you refer to employés, or to the particular class known as laborers?

Q. To the laborers? A. Yes; the laborers we had last summer asked for an increase of pay. The superintendent, to whom those

matters were referred, considered that the men who were asking for an increase of pay were getting all they were worth, and he refused to give any more. He told them that if they did not like it they could go and do better where they liked.

Q. What kind of men were they? Were they old and infirm men?

A. Some of them were pretty well up in years.

Q. What was the average age of the laborers? A. I could not tell you that. Some are old and some are young; some are past sixty, perhaps up to seventy, and some are young.

Q. All were getting a uniform rate of wages of 98 $\frac{1}{3}$ cents per day?

A. All were receiving a uniform rate of \$1 per day — that is, all the laborers; there are not more than eight or nine of them. What we call a laborer is a man who is liable to be called to any particular department to assist in any work.

Q. Did you ever enquire into the home comforts of this class of your employés, as to how they were doing — I mean those men who earn \$1 a day? A. I cannot say that I have. ...

Q. Are they family men? A. Yes; some of them.

Q. Have you ever had any labor difficulties in your establishment?

A. The only thing that amounted to anything was last summer.

Q. Will you tell us the nature of that? A. There was more or less of a demand for a rise of wages — I mean in all the departments. The superintendent was instructed to raise the pay, or rather to see if there were any cases in which the men were working for less wages than the work was considered to be worth, or less wages than we were able to ascertain were being paid at other places, and if so, to increase the pay up to that level. He did so, and in every case the result was satisfactory, except as regards the lowest class we employ — that is, the laboring gang. There were four or five of those who were in receipt of \$1 a day who demanded an extra 10 cents. The superintendent would not pay it, considering that they were getting all they were worth, and he advised the company not to assent to the demand.

Q. With the exception of that class of unskilled labor, were the men entirely satisfied? A. With one other exception I was going to make, that is the moulders. The moulders walked out last summer upon us on one occasion making a demand for increased wages. I think myself they were somewhat hasty; perhaps there was a little haste on both sides; a little hastiness perhaps on the part of the

superintendent, in the way he asked them, and a little haste on their part in the way they made the demand. The matter could have been very easily arranged and settled if there had been better understanding between the two parties, when they came together, as to their rights. It was settled satisfactorily to the men within a fortnight, and we have had no trouble since.

Q. Did those men who were dissatisfied offer to settle the matter by arbitration? A. Yes.

Q. Did they appoint their arbitrator? A. They appointed an arbitrator and we appointed another. That is the last I have heard of it since.

Q. Did they come together? A. The arbitrators came together and called on me in my office to ask some questions. I gave them the information, and I have never heard anything more of it to this day.

By the CHAIRMAN:

Q. You settled the matter without them? A. The men went back to work at just the same pay as they struck against.

By MR. ARMSTRONG:

Q. Did they go to work on the understanding that the arbitrators would report on the matter? A. Yes.

Q. Did the arbitrators ever report? A. Never; they never sat; they never summoned any body, to my knowledge, to appear before them. ...

By MR. McLEAN:

Q. Do the men in your employ, and who are good, skilled mechanics and belong to organized labor, ask that men of the lowest ability shall be paid the same wages as they are, because they are organized? A. I do not know how to answer that question.

Q. Is there any arrangement of that kind? A. Of course, every man is paid according to his merits. They are not paid all the same wages; they are paid according to their ability. ...

By MR. ARMSTRONG:

Q. Has not the workman a right to put a price on his own labor?
A. Yes. I have nothing to say against organized labor. They have a right to do every thing to improve their condition, the same as capitalists have a right to do everything to improve theirs. But, speaking on that question, I may say that I simply draw the line at a body of men undertaking to dictate to their employers what wages they shall pay anybody.

- Q. Certainly. But do you not believe in a body of men stating that they will not work under a certain scale of wages? A. Yes; certainly. What I have in mind is the strike last summer, the walking out of 230 men who were formerly satisfied with their wages, every man saying he was quite content, except those four or five men who wanted 10 cents a day more, and because the company would not concede this 10 cents to each of the four men, 230 men walked out.
- Q. I suppose it was not on financial grounds, but on a matter of principle? A. The company took the stand on their rights, and I presume it was a matter of principle with them.
- Q. Before they walked out, did they interview the company in regard to the matter? A. They did.
- Q. Did they offer in any way to settle the matter before the strike was resorted to? A. No. It was: pay the 10 cents extra or we walk out.
- Q. To four men? A. To either four or five men. It was rather a mistaken policy, and I think they found it out after a little while.
- Q. How long were the men out? A. Two weeks, I think.
- By MR. CARSON:
- Q. The men did not get the 10 cents extra? A. No.
- Q. Did the strikers go back? A. I think other men took their places — I think they disappeared. They went sailing, or something of that sort. All of the other men went back. I am happy to say that we have not had any trouble with them in seven years, and that is the only little bit of friction we have ever had during that time, which I think we may call a fair average. ...

CORNWALL

ARCHIE GAULT, Secretary of the Stormont Cotton Mills Company, Cornwall, called and sworn.

By the CHAIRMAN:

- Q. How many people have you employed in the Stormont mill?
A. Four hundred and ninety.
- Q. How many of those would be women? A. There are 288 females, and 262 males.

- Q. Would the children be included in that list? A. Then there are fifteen children besides, — that is, fifteen under fourteen years of age. All the others are included in the numbers that I have mentioned.
- Q. About what would be the age of the youngest employed? A. The youngest would be between thirteen and fourteen, in the whole mill. We have got thirteen boys under fourteen, and no girls.
- Q. What hours does the mill run? A. We start at half-past six in the morning and knock off at half-past six in the evening. An hour is allowed for dinner; and on Saturdays the working hours are from half-past six to twelve.
- Q. Are you able to tell us what the earnings of the various operatives are — the highest to the lowest or the lowest to the highest?
A. We average 93½ cents per day over the whole mill; that is, without the management, and without the office expenses.
- Q. That is including the overseers? A. Including the whole mill.
- Q. Not the superintendent? A. It is without him.
- Q. Ninety-three and a half cents all over? A. Yes; it rather averages 94 cents a day. The average of mill hands, all round, is 93½ cents. The lowest pay in the mill, for the boys, is 35 cents per day. ...
- Q. Are you able to tell us what treatment your operatives receive from the overseers of the various flats — the various departments? A. Well, I never saw any harsh treatment in any way; I naturally suppose they treat the hands remarkably well. I never heard any complaints; there have never been any complaints lodged in the office by operatives of ill-treatment, during the past nine years.
- Q. Was there any trouble in the month of April last, occasioned by ill-treatment by overseers? A. I am not aware of it. ...
- Q. Did you have some trouble in your mill with the operatives during the past winter? A. There was a little hubbub in the beginning of the year, during the winter. The only trouble we had was by the reducing of the wages a shade. In fact, it was not so much a reduction as an equalizing of the wages. Some of the weavers got more than others, and we equalized it. Some were reduced a little, and they caused a strike by having got theirs reduced. ...
- Q. Could you tell us how the difficulty was settled? A. It was settled amongst themselves. They saw the justice of our action, and we said 'Come in on Monday morning.'

- Q. Was there any settlement by arbitration? A. Not that year.
- Q. Did you during that time, or have you since the strike, increased the number of yards of their cut? A. No.
- Q. The operatives do no more work now than they did before?
A. No. ...
- Q. Could you tell us if operatives are fined for anything but bad work — spoiled work? A. Nothing but bad work — spoiled work.
- Q. Is every one furnished with a copy of the rules when they are engaged? A. Well, each one is not, but it is hung up in the rooms, both in French and in English.
- Q. Do the operatives sign an agreement when they go to work?
A. No; they do not. The chief rules are printed on the pay envelopes — the conditions in both languages — so that they see how they stand in connection with the rules of the company.
- Q. Has your company any objection to employ operatives who are Knights of Labor? A. We would consider that question when it came up.
- Q. No one has ever been discharged from your mills for being a member of that organization? A. No. ...

By MR. HEAKES:

- Q. Have you had any accidents in the mill? A. We have.
- Q. Would you state the nature of the accidents? A. Well, the only thing that I remember was a man falling into the vat; that was on account of a staging of his own putting-up falling into the vat.
- Q. He lost his life? A. He died a few days afterwards.
- Q. Is any provision made by the company to aid the families of operatives who are injured or lose their lives — was any recompense made to the widow of this man? A. Yes; we recompensed her considerably.
- Q. Have you any objection to state the recompense? A. We gave her one month's pay, and paid the funeral expenses — in fact, I believe, we gave her \$100 — paid the doctor's bill; paid everything of that sort — the grocer's bill, even.

By MR. ARMSTRONG: ...

- Q. How many months steady work is there in your factory? A. Nine to ten months regularly. The only time we lose is during the spring floods, and back water and so on.
- Q. You do not stop through any fault of your own? A. Never; unless forced into stopping. ...

By MR. McLEAN:

Q. Has your business increased? A. Yes; it has increased. Since five years ago — four and a-half years ago — we have doubled our mill. ...

Q. Is your company connected with the Cotton Manufacturers' Association? A. Yes.

By MR. HEAKES:

Q. Does that association fix the rate of wages to be paid to operatives? A. It fixes the price of the manufactured goods.

Q. Those mills that do not and will not belong to the association, are they placed at a disadvantage in any way? A. I think there is only one mill in the Dominion that does not belong to the association.

ALEXANDER G. WATSON, Cornwall, Secretary of the Canada Cotton Manufacturing Company, called and sworn.

By MR. HEAKES:

Q. How many employés are there in the Canada Cotton Company? A. Seven hundred, in round numbers. ... Males over sixteen, 285; males under sixteen, 61; total males, 346. Females over sixteen, 298; females under sixteen, 27; total, 325.

By MR. McLEAN:

Q. Are there any of those children under fourteen? A. I would not like to say there are any under fourteen.

Q. What hours do the operatives work? A. From 6.30 in the morning till 12, and from 1 to 6.30. An hour is allowed for dinner, with the exception of Saturday, when the operatives leave at 12 o'clock noon. Sixty and a-half hours a week they are required to work.

Q. Do they keep the holidays? A. Yes; they observe the Dominion holidays, such as Dominion Day, Good Friday and so on — those holidays that are recognized as Dominion holidays.

Q. Is there anything deducted from their wages for these holidays? A. Yes; of course, when they do not work they do not get paid. ...

Q. Has there been a reduction of wages in your mill recently, within a few months? A. Yes.

Q. Did you have any difficulty with your employés over that reduction, or strike? A. Yes; a strike.

Q. Please state the nature of the difficulty? A. The superintendent will give evidence before you: he has got all the particulars.

Q. Are you able to tell us how that difficulty was finally settled?

A. By arbitration; the report I have not seen yet.

Q. Can you tell us how the arbitrators were appointed? A. One was appointed by the mill and one by the operatives.

Q. And their decision was final? A. Yes; without a third.

Q. Did you have more than one difficulty with the operatives during that past season? A. Since New Year.

Q. How was the first difficulty arranged? A. I must again refer you to the superintendent.

Q. Was there an arbitrator appointed? A. A committee of citizens arranged that.

Q. Do you know that at the close of the first difficulty there were some communications between the towns-people and the superintendents of the mills, and that they wished that the agreement should be carried out by the company? A. The committee told the superintendent to sign the paper brought down, and nothing more. He knew nothing more about it, and he signed it. That I had nothing to do with; he will explain that.

Q. You cannot say whether a breach of that agreement caused the second strike? A. I could not say, at the present time.

Q. At the present time there is an understanding between you and the operatives? A. Yes.

Q. And that was arrived at by arbitration? A. Yes.

Q. Do you think the principle of arbitration the best for the settlement of disputes of employers and employés? A. I think it is the best thing.

Q. Do you think if arbitration was generally adopted for the settlement of disputes between capital and labor it would remove the difficulty, to a large extent? A. I think it would.

Q. Do you know if, when the people returned to work after the first difficulty, the cut of cloth was increased in length? A. No. ...

Q. During these labor troubles, did the managers and superintendents of the several mills consider it their duty to confer with one another? A. Yes.

Q. Were any of the leaders in the strike discharged on account of the prominence they took in these labor matters? A. Not that I know of. ...

Q. Have you a rule in your mill, that any employé should be dismissed who has his wages garnisheed? A. No; there is something

to the effect that operatives who have their wages garnisheered would be warned the first time, and warned the second time, and if it occurred the third time they would be discharged. We have been sometimes put to a great deal of trouble in this way.

By MR. ARMSTRONG:

Q. Do you not think if the employés were paid weekly it would do away with the system of garnisheeing their wages? A. I do not think it would. You cannot garnishee men's wages for a less amount than \$25 and very few would incur a debt of \$25 in two weeks.

Q. And I suppose very few could pay \$25 in two weeks? A. No.

Q. Can you say if wages have increased much during the last four or five years? A. Yes.

Q. And has the number of operatives increased, too? A. Yes; I find in 1883 there were 648 hands, with a pay-roll of \$183,000; in 1884, 490 hands, with a pay-roll of \$129,000; in 1885, 537 hands, with a pay-roll of \$149,000; in 1886, 655 hands, with a pay-roll of \$190,000; in 1887, 696 hands, with a pay-roll of \$208,000.

Q. Are your operatives principally Canadians, or are they foreigners, or persons from countries outside of Canada? A. I should say, in round numbers, they are half-and-half that is, they are about half French-speaking and half English-speaking. ...

By MR. McLEAN:

Q. How many overseers and foreman have you in the factory who have been raised from ordinary workmen? A. I think just now we have three that used to be hands with us.

Q. About how many? A. Ten, I think altogether. ...

ALBERT T. KNIGHT, Cornwall, Manager of the Mill of the Canada Cotton Company, called and sworn.

By MR. HEAKES:

Q. Were you superintendent of the mill of the Canada Cotton Company during the recent labor troubles? A. Yes; I had just come to the establishment.

Q. Can you tell the cause of the first strike? A. The cause of the strike was a reduction of wages.

Q. How was that first difficulty between you and the operatives settled? A. Well, it was not settled.

- Q. Was there not some understanding arrived at? A. Yes; this reduction is something that I had nothing to do with. It was instigated and brought into effect before I came to the mill.
- Q. How was it settled? A. A letter was signed by the general manager of the Stormont Mill to the effect, that he would pay as high wages as other mills in Canada, and I endorsed it.
- Q. And the operatives returned to work upon the understanding that they would receive those wages? A. Yes; as high as any paid in Canada.
- Q. Do you consider that that agreement was carried out by the company? A. Yes.
- Q. What was the cause of the second strike? A. I think it was a misunderstanding.
- Q. Did all your people go out the second time? A. No.
- By the CHAIRMAN:
- Q. What proportion went out? A. A large proportion.
- By MR. HEAKES:
- Q. How long was this difficulty dragging along before it was settled — the second one? A. About a month.
- Q. Did the operatives make any offer to the company with the view to effect a settlement during that time? A. Yes.
- Q. What was the nature of the offer? A. The operatives met and said that they wanted to go to work in the meantime, and that they would present a schedule that they would work on.
- Q. Did they bring you that list of prices? A. No; we would not let them go to work until the matter was settled.
- Q. That difficulty was finally settled by arbitration? A. Yes.
- Q. Satisfactorily? A. Yes; I think so.
- Q. You have never heard of any trouble since? A. No.
- Q. Did you have any agreement signed with the employés when that difficulty was settled? A. No.
- Q. You had no mutual agreement between you? A. No.
- Q. There was no mutual contract signed? A. Well, there was a form of contract signed by the president of our company and the chairman of the citizens' committee.
- Q. There was a definite understanding between the operatives and the company? A. I do not know how much of an understanding — that would be an agreement.

- Q. At all events, an agreement was signed by the representatives of the different parties? A. Yes.
- Q. Are you aware of any man being discharged because he was a Knight of Labor? A. I do not know, sir. ...
- Q. Do you know of any objection on the part of your company to employ men who belong to labor organizations? A. No. ...

EDWARD KING, Cornwall, Mill Operative, called and sworn.

I am a boss-carder in the Stormont Cotton Mills.

By MR. HEAKES:

- Q. How many operatives have you in your department? A. Between eighty and eighty-five.
- Q. How many of them are females? A. I guess half only. ...
- Q. Have you had any trouble in that factory? A. Yes.
- Q. Can you state the reason for this trouble? A. I have had trouble because I would not let them run the room as they liked; that is the reason why I had trouble with them.
- Q. Have you had trouble with female operatives during this month? A. Yes; I paid a man to look after the room, during the dinner hour, to see that order was kept and that they did not damage the company's property, and he went around and told them to sit down quietly. They talked and laughed, and made some noise, and he told them that if they did not stop they would have to take their dinner outside. After he said this they were worse. The next day I stayed there myself and told this man, in their absence, not to speak to them any more, and that I would watch them. I did so the next day. When they commenced during the dinner hour I told them I did not want to make any difficulty, and that if they could not behave themselves and keep quiet during the dinner hour they would have to take their dinner at home or out of doors, and that it was time for them to see who was boss, whether they were or I was, and thereupon they got up and went out.
- Q. Did you threaten to throw any of these young women through the door? A. No; I did not.
- Q. Did you call them names? A. No.
- Q. You did not use any bad language towards them? A. I acknowledged, and I told them that if I did so I was willing to take it back, but that I did not remember it.

- Q. Did these young women return to their employ? A. Yes.
- Q. Did you send for them? A. I sent for them on Friday night. I said that if they did not come in the morning I would fill their places.
- Q. Did you apologize? A. Yes; on Friday at noon when they went out and were waiting for their money.
- Q. Can you remember the words that you used? A. They say that I called them 'bitches,' and I am not in the habit of using that language to them.
- Q. When you came there, during this trouble at dinner time, do you not remember what language you used towards them? A. I was angry, and I spoke sharply to them; I do not remember the exact words. When you are annoyed you do not always think of what you are saying.
- Q. Is that the only occasion on which you had trouble? A. No.
- Q. You say that this was during the dinner hour? A. Yes.
- Q. Is there anything in the rules of the company to the effect that young people shall sit still during the dinner hour? A. Well, there is a difference between sitting still and in talking and laughing and clapping hands when the foreman is in the room and speaks to them. If that was not stopped they would soon begin to throw things at one another, and the result might be damage to the company's property, for the security of which the foreman is responsible during work hours. They are supposed to conduct themselves quietly during working hours.
- Q. What are the ages of these young women? A. Eighteen to twenty-three.
- Q. Do not you think it a good thing for young people to laugh and have a good time when not at work, if they pay attention to their work when they are engaged? A. I do not see any harm in their laughing and talking, but I think it wrong of them to laugh and clap their hands when the foreman speaks to them. ...

JOSEPH MOYES, Cornwall, Manufacturer, called and sworn.

By MR. HEAKES:

- Q. What mill are you proprietor of? A. I am a manufacturer of yarns — the Cornwall Spinning Mills.
- Q. How many hands do you employ? A. Eighteen, male and female.
- Q. What are the earnings of the females? A. The earnings of the females range from 40 cents to 75 cents a day.

- Q. What do the males earn? A. The males earn from 50 cents to \$1.25 a day.
- Q. How many hours do they work? A. Eleven hours a day, five days in the week and half-a-day on Saturday – sixty and a-half hours a week.
- Q. How often do you pay your hands? A. We pay them once a month – we pay them every 10th – up to the last of the month. ...
- By MR. ARMSTRONG:
- Q. Have you ever discharged any for cause? A. No; I never had any trouble with my hands.
- Q. Have you ever discharged any? A. Yes; a couple or three.
- Q. Did you give them notice? A. No; not always.
- Q. Did you pay the men when you discharged them? A. Yes.
- Q. Did you pay them at once? A. Well, according to the amount of money on hand. If we did not have it in they would have to wait a day or two.
- Q. Did you have a man named John James Bickley in your employ? A. Yes.
- Q. Did you discharge him? A. Yes.
- Q. Have you any objection to say why you discharged him? A. I did not need him any more – that was all.
- Q. Did you ever tell Mr. Bickley that he was discharged on account of certain merchants or employers of labor in Cornwall coming to you and asking you to discharge him? A. No; I did not.
- Q. Did you ever tell this man Bickley that certain people in town were determined to drive him out of town? A. No.
- Q. Did you ever tell him that they intended to boycott him all over Ontario, on account of his belonging to the Knights of Labor? A. No; I did not tell him that. ...

JOHN J. BICKLEY, Cornwall, called and sworn.

I have for some years followed the occupation of an overseer in the spinning mills. I am not doing anything at present.

By MR. HEAKES:

- Q. You are a spinner by trade? A. Yes.
- Q. Are you acquainted – connected – with any organization of workingmen? A. I am now and have been for some years a member of the Knights of Labor.

Q. Do you know if there is any feeling on the part of employers in Cornwall not to employ members of that order? A. I have heard at different times, from different men, that there was. I could not positively state that such was the case, although I have frequently heard from the men that employers refused to employ them because they were Knights of Labor.

Q. Did anybody say anything to you about being a member? A. Yes.

Q. Would you tell us the circumstances, please? A. I was dismissed from my situation, and I was given to understand that I was dismissed because I was a Knight of Labor, and because I took an active part in labor matters.

Q. Since you have been a member of this organization have you ever seen any thing in its principles that would be an injury to the workingman? A. I have not. If the teachings of the order were lived up to, nothing but good could come to the workingman; the result would be good.

Q. Do you know if they have any principle laid down for the settlement of disputes between capital and labor? A. Yes; that is one of the twenty-two articles of the preamble, to try and bring about a settlement of strikes and difficulties by arbitration.

Q. That is a fixed rule of the order? A. Yes.

By MR. McLEAN:

Q. What do you do when out on strike? Do you take any means of deciding how to go back, or whether you are to go back to work? A. All local assemblies have an executive board. That executive board tries to bring about a settlement of the difficulty. They try to meet the manager or employer, and try and effect a settlement, and that is one of the things that the executive board at all times tries to do — to have the case settled by arbitration.

By MR. HEAKES:

Q. Do you know whether strikes are more frequent in towns that are not organized or towns that are organized? A. I know that strikes are less frequent in towns where they are organized than where they are not. My experience has led me to believe that if labor is properly and thoroughly organized strikes will seldom occur. For instance, if the hands employed at one of these mills were Knights of Labor the Knights of Labor would have control over them and could keep them at work, but as they are partly organized and partly disorganized we can exercise no control over those that are not organized.

- Q. Is there any 'boycotting' or 'black-listing' in this town?
A. I know of one case; that is my own. I was given to understand that I would be 'black-listed' all over Canada.
- Q. For what reason? A. For being a Knight of Labor and taking part in labor matters.
- Q. Did you have anything to do with the settlement of labor disputes? A. I had considerable to do with it, and took an active part all through, and finally acted as arbitrator for the help.
- Q. Can you state if the agreement entered into after the first difficulty was carried out? A. It was not. Mr. Knight, of the Canada Cotton Mills, refused to live up to that agreement when waited upon with the price-list of the Merriton Mills. It was a true list of the wages of the employés, to which was attached the signature of every overseer of that mill. He refused to recognize it, and refused to agree to the terms already agreed to.
- Q. Would the second strike have taken place if they had lived up to the first agreement? A. I feel safe in saying it would not.
- Q. How much of a reduction in the prices paid to weavers took place? A. As I understand it, it ran from 28 to 33 per cent.
- Q. Are you able to tell us what wages they earned previous to the reduction? A. I cannot say the whole. I can give it just as I heard it, just as I heard others state. I heard weavers state that they could not make more than \$4.50, and they set up the claim that they were first-class weavers. I know that there are weavers in the town who made \$9, and others who made \$8.50, and some \$7. Some do fairly well, and others are poorly paid. ...
- Q. Was the agreement, finally, between yourself and the mill, a satisfactory one? A. When I made the statement to the operatives I can say that I heard but very few complain. There are among the men a few that were dissatisfied, but very few, when you take into consideration the number engaged in that strike.
- Q. If the mill owners had resorted to arbitration previous to forcing the people out on a strike, would there have been a necessity for a strike? A. I do not think there would be; I do not think the strike would have occurred.
- Q. Were the mill owners furnished with a copy of the arbitrators' award? A. Yes. When I refer to the usefulness of labor organizations, as an instrument for promoting peace in the times of excitement — for instance, I might say: I have known cases where

certain persons who are in authority in the mills, would have been severely dealt with had it not been for members of the order of the Knights of Labor. I know one particular case where the Knights of Labor were instrumental in preventing a visit to the house of an overseer for the purpose of molesting him. I know of people being very outspoken as to what they would do to men in the mills, and I know that the Knights of Labor went in and prevented trouble. I know that the Knights of Labor, down at Cornwall, met and prevented much difficulty; and people, in talking about the late strike, were surprised that it was conducted so quietly. There was no trouble, and they claimed that it was due to the Knights, in a very great measure, that there was no trouble — no difficulty. Without having access to the books at the present moment, I feel safe in stating that since the formation of the organization in Cornwall, now bordering on three years, upwards of \$500 has been paid out in relieving distress and furnishing sustenance to individual citizens of the town. I know of many cases where the Knights relieved this distress. Had it not have been so, the town of Cornwall would have very likely have had to do it through its treasurer.

By MR. McLEAN:

Q. When your society are out on strike do they have any ability to decide and say whether they will go back or not? A. To answer that, I will give you the plan laid down by the Knights, and what they follow: We will take, for instance, the Stormont Mill. We will say, for the sake of argument, that it is thoroughly organized, and that there are grievances. Grievances are sometimes imaginary and sometimes real. If there are any grievances the Knights state the case to the executive board of the local assembly. They investigate the matter, and if the grievance was found to be real they would try and effect a settlement with the manager. They would then lay the case before the executive board of the district and bring about a settlement, if possible. If they found they could not, and that the manager would not agree to anything, the executive board could call the help out. From the time the executive board calls the help out they are entitled to the support of the order and always receive it, but they cannot receive any support until they are so called out; so that you see, if a place is organized they cannot jump up at the spur of the moment and

leave the company's service. If they did so, they would do it at their peril, because the order would give them no support. ...

OTTAWA

W. ANDERSON, called and sworn.

By MR. CARSON:

Q. You are book-keeper for Mr. J.R. Booth? A. Yes.

Q. Can you give the Commission an idea as to the total number of men that Mr. Booth employs? A. I never could tell that exactly, but it is somewhere between 600 and 700.

Q. You mean in Ottawa? A. Yes.

Q. Taking that number of men, and dividing them up in this way — first, those up the river — what do the men who go up to the shanties as axe-men average per month? A. At the present time log-makers get about \$21 a month and board.

Q. When they are in the shanties do they draw any money, or can they draw any of their pay if they wish? A. Oh, yes; just as they want it. The wives of the married men draw at the office monthly. They arrange for this before they leave. Those who are not married often get orders and money to send home.

Q. Do the men whom you generally employ in the bush in winter work for you in the summer time? A. No; they are a different class of men. When the mills shut down we send a good many men to fill up gangs, but it is necessary to have men in the bush before the mills shut down, so we have different men.

Q. What do men on the booms average? A. About \$7.50 a week.

Q. And those on the platform? A. Those handling deal get about \$9 a week; those handling boards from \$7 to \$7.50 a week.

Q. What number of hours do they work a day? A. I think they work from 6 to 6.

Q. With an hour for dinner? A. Yes.

Q. That is eleven hours a day? A. Yes; we shorten some when we are running at night.

Q. Do the night gang run the same as the day gang? A. I think it is an hour shorter. Probably it may be the same, because they only get half an hour at midnight, but I am not positive about that. ...

- Q. Does your concern employ boys in the mill? A. Yes; a lot of boys. I do not know what they do, but I think they are about the shingle and lath business.
- Q. Can you tell us the age of the youngest of those boys? A. I can only tell them by seeing them come into the office — twelve or fourteen, I imagine — perhaps there are boys as young as twelve.
- Q. Do you know if there are any younger than twelve? A. I do not think so.
- Q. Those boys at twelve years of age working there — are they engaged by the concern or by persons who have contracts?
A. Principally by the men who have the contracts for cutting the shingles and laths. We may have a few ourselves doing light work in the re-sawing shop. ...
- Q. Supposing a man works in the mill in summer time and then goes to the bush in winter — if he works everyday, what would his average pay be? A. About \$8 a week for thirty weeks, and the balance of the time \$21 a month and board. ...
- Q. During the time you have been in the employ of the firm have there been any labor troubles? A. I do not know that we have ever had any.
- Q. No more than the general go-and-come of the men? A. There may have been a little dissatisfaction among a few men, but the mills never shut down on account of the men.
- Q. Have you ever had any accidents about the mill? A. Yes; there have been a few.
- Q. Did they occur from the carelessness of the hands or from carelessly erected machinery? A. I think largely from carelessness of the men.
- Q. Is it the desire of your concern to use every precaution to protect life and limb in the mill? A. Mr. Booth is particularly careful in matters of that kind. ...
- Q. If the men in the woods require any means to assist their families, do you give them orders on stores? A. No; usually before going up the married men bring their wives to the office, and it is arranged that we pay them a certain sum, giving their wives, say \$15 a month if the husband gets \$20 a month; the wife draws that.
- Q. You give it to them in cash? A. Oh, yes.

- Q. Do you supply the men with outfit? A. Yes; we keep some real necessities, such as socks and mitts. ...
- Q. Is it optional with the men to buy them? A. Yes; but they have no alternative in some cases; perhaps there are no stores within a distance of 25 miles. The goods are sent up for the convenience of the men, and not for the purpose of making any profit.

HENRY BARRELL, called and sworn.

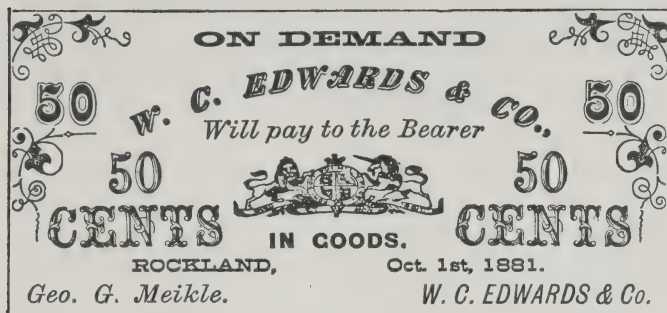
By MR. CARSON:

- Q. What is your business? A. Baker.
- Q. Bread baker? A. Yes.
- Q. What do first-class bread bakers earn in Ottawa? A. A foreman generally earns from \$10 to \$12 a week.
- Q. What number of hours do they work? A. We have no particular time. We have so much work to do, and when we are through it we are finished.
- Q. Is that work done at night? A. The majority of the men are working day work now.
- Q. How long have you been working day work? A. Since last Monday morning.
- Q. What brought that change about? A. The bakers organized a union.
- Q. Did the men strike, or did they simply make a request on the master bakers? A. They simply made a request.
- Q. Was it granted? A. It was, by most of the bosses.
- Q. The most of them. Have some not granted the request? A. Yes; two, I think.
- Q. Do you know if the bakers are generally paid in cash? A. They are generally paid in cash.
- Q. Do you know of any concern around Ottawa where the men are not paid in cash? A. Around Ottawa?
- Q. In the Ottawa district? A. Yes; I do.
- Q. How are they paid? A. They are paid in what is called 'store pay.'
- Q. Is this store pay scrip, orders, or what? A. Orders.

By MR. ARMSTRONG:

- Q. Did you ever see any? A. Yes; I have one here.

WITNESS handed in sample of shinplaster, which bore the following inscription:



By MR. CARSON:

- Q. When these orders are issued by this concern are they accepted only in their own stores? A. In some others.
- Q. On what conditions are they accepted? A. For goods.
- Q. You cannot get cash for them? A. No.
- Q. Are there not shops which will cash them at a discount? A. No.
- Q. Have you known men who refused this scrip as payment for their wages who were unable to get what goods they wanted? A. No.
- Q. In the locality where this scrip or orders are given have you ever heard any complaint about that system of payment? A. I have — a good deal.
- Q. What were the objections to that system of payment? A. That they were unable to go elsewhere and get goods.
- Q. How long has that system been in vogue, to your knowledge?
A. I have known it to be in vogue for nine months, but people have told me it has been in vogue for four years. ...

JOHN GALE, Ottawa, called and sworn.

By MR. CARSON:

- Q. What is your age? A. I am seventeen.
- Q. Where have you been working? A. I was working in the Dominion Telegraph Office for a little while.
- Q. I see that you have lost one of your arms? A. Yes; my right arm.
- Q. How did that occur? A. It was an accident in the saw-mill.
- Q. How old were you then? A. Between eleven and twelve years of age.
- Q. Were there any other boys working there, at the time you met with this accident, about your age? A. Yes.

Q. What were you getting at the time you worked there? A. I was only getting 25 cents a day.

Q. What were you engaged at when you lost your arm? A. Taking blocks away from the circular saw.

Q. These were large saws? A. Yes.

Q. Were they not butting-saws? A. Yes.

Q. How large were they? A. About 2-feet in diameter.

Q. Two feet through? A. Yes.

Q. These other small boys, were they engaged in the same business as you were when you lost your arm? A. Yes.

By MR. HEAKES:

Q. Did you fall against the saw, or was it taking the planks away that you got your arm cut? A. It was not at the saw where I got hurt; it was at the cog-wheel behind the butting-table, the morning before the mill started.

By the CHAIRMAN:

Q. Your employer did not do anything at all for you? A. No.

By MR. HEAKES:

Q. Was this in Ottawa or in Hull? A. No; it was in New Edinburgh.

By MR. CARSON:

Q. As you are now, can you earn your living? A. No; not unless I learn something — not unless I get an education.

Q. Did you go back to your employer after your arm got well — did you go back to the mill again? A. No.

Q. You never went back? A. No.

By MR. ARMSTRONG:

Q. Do you know of any other boys having received accidents?

A. Yes; about two months after a boy was working in the mill, where I was, and he got both his legs and arms taken off.

By MR. HELBRONNER:

Q. Where does he live? A. He lives in Ottawa; he lives in Chaudière street.

Q. Could you get him here this evening? A. Yes; I could bring him here in a cab.

Q. Will you please do so? A. Yes.

Q. How old was the boy when he met with the accident? A. He was the same age as I was.

Q. Were you working for the foreman, or a man employed by the foreman? A. I was working for a man who was working for the foreman.

Q. You were working for a sub-contractor? A. Yes. ...

JOSEPH LEFEBVRE, Invalid formerly in the Mills at Ottawa, being sworn, deposeth as follows:

By MR. HELBRONNER:

Q. Did you lose your arm and leg in the same accident? A. Yes, sir; I fell in a hole, and the axle of the wheel crushed my arm and leg.

Q. How old were you? A. Twelve years — going on thirteen.

Q. How old are you now? A. I am going on nineteen years.

By the CHAIRMAN:

Q. What is your business now? A. I have none at all.

By MR. HELBRONNER:

Q. Where was this hole that you fell into? A. It was against the axle of the wheel which turned the machinery. It was over against a stone step, on a level with the axle, about a foot between the axle and the wall.

Q. How did you fall into the hole? A. I was working. I was drawing pickets; the pickets stuck in my stomach, and during that time the other pickets pushed on-and-on too fast.

Q. The hole was behind you? A. Yes; behind me; a big hole to give light to the millwright who worked below. My foot slipped on a piece of bark and I fell in. ...

Q. Did your boss do anything for you? A. Well, he gave me \$10 over and above the wages he owed me, and then they got up a collection and raised \$25 for me.

Q. Was the subscription made up among the workingmen? A. Yes, sir.

Q. Did you go back to the mill after being cured? A. Yes, sir.

Q. Did you ask for work? A. Yes, sir.

Q. What did he tell you? A. He said that he could give me none just then, but he would see later on.

Q. Has he engaged you since? A. No, sir.

Q. Did you go back to him again? A. Yes; two or three times. Even last spring; he told me that he had no need for me then.

Q. Are there any kinds of work that you could do, although maimed? A. Yes; I think so. He told me that he meant to give me

the job of drawing the tickets of 4-feet lumber when they sell that wood.

- Q. Who paid for the medicines and the doctor's fees? A. I did, sir, but I rather think that the boss paid the hospital dues for the time that I was there. I was sixteen days in hospital.
- Q. When you say that you paid for medicines, did you pay for these medicines outside of the hospital? A. When once I got back home I was obliged to pay for the medicines. Dr. Prevost came to see me at home and told me what remedies to take, and I paid for them.
- Q. Have you your father and mother? A. Only my mother; I have a step-father.
- Q. You do not work for a living just now? A. No, sir; I should be very glad if I could find some work.
- Q. You returned to the mill. Is it long since you went to the mill?
A. I was there only to-day, fetching my step-father's dinner.
- Q. Are there young children employed in that mill at present?
A. Yes, sir.
- Q. What age might they be? A. A dozen of years, or thirteen and fourteen years.
- Q. Have you had occasion to see the hole into which you fell?
A. I went down there and saw the shaft, but to-day it is closed.
- Q. The same accident cannot happen again? A. Oh, no.
- Q. Do you know whether other accidents have happened in this mill, to your own knowledge? Are you aware of any? A. I cannot say. Well, yes; two or three years ago two men were killed — a man named Cadieux was caught around the wheel and was gnawed by the wheel, betwixt the wheel and the posts, and the other fell down the dock.
- Q. But you have not heard of other accidents to children?
A. No, sir.
- By MR. HELBRONNER:
- Q. Do you think that the children working there work too hard? Do you find that they work too hard for their age? A. I rather think not. The first year that I worked there I was about nine and a-half years old, and I did not work too hard.
- Q. Do you know whether there are children nine years of age working there still? A. I do not think so. ...

——, engaged in a Match Factory of Ottawa, being sworn, deposeth as follows:

By MR. BOIVIN:

Q. What are you doing? A. I am working at the match-shop.

Q. How old are you? A. I am thirteen years old.

Q. How long have you been working there? A. It will be fourteen days to-night.

Q. How much do you make? A. Forty-five cents.

Q. When do you commence in the morning and when do you finish at night? A. We commence at 6 o'clock and let off at noon; in the evening we finish at 6 o'clock, and on Saturdays we finish at 5 o'clock in the evening.

Q. Does the foreman ill-treat you in any way? A. No.

By MR. HEAKES:

Q. Did you work anywhere else before? A. Yes; I have driven horses and worked in a mill.

Q. How long since you first worked in a mill, at Booth's? A. Only half-a-day.

By MR. BOIVIN:

Q. How old were you when you commenced? A. I could not say.

Q. Is it long ago? A. From the day that I commenced to work this year; it is the first year that I worked.

Q. Are you able to read and write? A. I can write a little.

By the CHAIRMAN:

Q. Can you write? A. Yes; I can write in the books.

By MR. BOIVIN:

Q. Is your hand maimed? A. Yes.

Q. How did you come to get hurt? A. At Booth's, when I worked a half-day there.

By MR. HEAKES:

Q. How comes it that you had your fingers cut? A. I was drawing a big piece of plank and I fell with one leg in a hole, and I cut one finger there; I went to make a grab, and I grabbed on to the saw. ...

——, engaged in a Box Factory at Ottawa, being sworn, deposeth as follows:

By MR. BOIVIN:

Q. How old are you? A. I do not know.

- Q. Have you made your First Communion? A. No, sir.
- Q. Can you read? A. No, sir.
- Q. Have you been in this place long? A. Yes, sir.
- Q. Have you got your father and mother? A. Yes.
- Q. What does your father do? A. He is a mechanic.
- Q. Have you been working long in the mill? A. No, sir; not long.
- Q. How long? A. About a week.
- Q. Have you worked anywhere else before? A. Yes, sir; with farmers.
- Q. How long did you work elsewhere? A. About three months.
- Q. How much do you make a day, at present? A. I do not know; I have not been told.
- Q. Have you any little brothers working with you? A. No.
- Q. What do you do at the box factory? A. I load up and carry little planks that are cut.
- Q. Do you go near the machinery? A. Yes, sir; I work near a saw, with a man.
- Q. Do the boys get caught sometimes in the saw? A. Yes, sir.
- Q. Do you like that kind of work? A. Yes, sir.
- Q. Wouldn't you like better to go to school? A. It's all the same to me. ...

——, Ottawa, called and sworn.

- Q. What is your age, past? A. I am twelve years past.
- Q. Do you work at the Chaudière? A. Yes; in the box factory.
- Q. How long have you been working there? A. Four weeks on Tuesday.
- Q. What kind of a machine is it that you work at? A. I do not work at a machine at all; I just carry the blocks and another man puts it on the machine.
- Q. The machine you take these blocks from is it a sawing machine?
A. Yes; the boys carry the blocks and pile them on the bench, and I carry them from the bench.
- Q. What hours do you work? A. From six o'clock in the morning till six o'clock at night.
- Q. How long are you allowed for dinner? A. One hour, all but ten minutes.
- Q. What wages do you receive? A. Twenty-five cents a day.
- Q. Have you known any little boys to get cut in the place where you are working? A. No little boys. There is a man who got his finger cut off.

Q. Where this man got his finger cut off, could you get yours cut off too? A. Working around the saw.

Q. Yes? A. He was working the edger; it is not the same kind of a machine that I carry the blocks to.

By MR. BOIVIN:

Q. What size are the blocks? Are they heavy pieces of wood? A. The blocks are not heavy, they are thin ones.

By MR. HEAKES:

Q. Can you read and write, my little boy? A. Yes, sir.

——, of Ottawa, called and sworn.

By MR. CARSON:

Q. What age are you? A. I am fourteen in August.

Q. Where do you work? A. I work at Mr. Booth's mill at the Chaudière. ...

Q. Do these little boys who work there work at night? A. Yes; two or three of the little small fellows.

Q. Are any of them under eleven years of age? A. Yes.

Q. Are some of them under ten years of age? A. I do not know.

Q. Do you know a boy named Brady who works in the mill? A. Yes.

Q. Do you know his age? A. No.

By MR. HEAKES:

Q. How long do they work in the mill at night? A. They begin at seven at night and leave at five in the morning.

Q. What do they do? A. They work at the butting-table — they carry blocks away from the saw. ...

GEORGE LANG CHITTY, Book-keeper to Messrs. Gilmour & Co., Lumber Merchants, Ottawa, called and sworn.

By MR. CARSON:

Q. You are manager for Messrs. Gilmour & Co. at their mills, are you not? A. I am the book-keeper; they have no manager; my position is that of book-keeper. I am a sort of manager.

Q. Can you tell us a how many men your concern employ? A. Do you mean altogether, in the woods and mills?

Q. Yes. A. I think about 1,200. ...

Q. Will you please tell us how these men live in the shanties? What food to they get? A. They are fed on bread, pork, beef, potatoes, molasses, dried apples, tea, and they consume a great deal, of late

years, of beans and peas. Beans enter very largely into the food of lumberers.

- Q. Has it come to your knowledge that any inferior flour or pork has been sent to the shanties to these men? A. We always endeavor to get the best articles possible and under the most favorable circumstances. It is quite possible that a small portion might not be so good as we would wish — particularly pork. Pork will spoil — a small proportion; perhaps as much as 5 per cent — I would say that that would be an excessive estimate. A quantity might possibly go astray — be left over, possibly, from the previous winter, and the brine might get off of it partly, and possibly it might have a little taint. If any salted meat was left over it might be left there till the next winter.
- Q. Then, in your concern, should anything like that occur it would be accidental? A. Positively; and besides that, we do not ask the men to take it. We would bring it down and render it into grease. We would sometimes return it, but that is costly.
- Q. Do you have depots at all your stations where the men can purchase articles of clothing, or anything they may need? A. Yes; we have depots at all our stations.
- Q. Are these men able to buy goods as cheap at these depots as they can buy anywhere else? A. They buy them at the same price as we buy them ourselves, with carriage added. There is a small margin allowed for that.
- Q. Then, you do not buy them as a matter of profit? A. It is a matter of necessity. They are away from the stores, and can buy articles that are necessary to their health and comfort; nothing more. ...

JOHN R. BOOTH, Manufacturer of Fine Lumber, Ottawa, called and sworn.

By MR. HEAKES:

- Q. You have a number of boys in your employ, have you not?
A. Yes; we have some.
- Q. Is it true that these boys work from half-past six in the morning until six o'clock at night? A. Yes.
- Q. Have you boys in your employ who also work from seven o'clock at night until half-past five or six the next morning? A. Yes; I think so.

Q. Do you know, sir, if any of these boys in your employ are under the age of twelve years? A. Not that I am aware of.

Q. Are you aware, Mr. Booth, that the Factory Act of Ontario says that boys under a certain age are not to work more than sixty hours a week? A. No; I cannot say that I do; I never paid any attention to it.

Q. Do you know if the factory inspector has ever inspected your mill? A. No; not that I am aware of.

Q. He never gave you a copy of the Ontario Inspection Act? A. No.
By the CHAIRMAN:

Q. He has not given you notice that your factory is to be conducted in a certain way? A. No.

By MR. ARMSTRONG:

Q. He has done nothing in that direction? A. No.

Q. If the factory inspector had been around you would have known of it, would you not? A. Well, he might come around and I not know it. If he came around without asking me questions I would not know.

By the CHAIRMAN:

Q. If he had made himself known you would have known it? A. Yes.

Q. I would advise you to get a copy of the Factory Act and carefully peruse it. It can be enforced any day? A. I am not aware that I have done anything contrary to law. ...

PAUL MINER, Shanty-man, Ottawa, called and sworn.

By MR. CARSON:

Q. How many years have you been engaged in the shanties?

A. Between thirty-six and thirty-seven years.

Q. The work that the men are engaged in in the shanties, is it heavy, laborious work? A. Yes; it is heavy, and we are badly boarded; that is sometimes we are badly fed — grubbed.

Q. Is that the rule or the exception? A. Well, it is the rule in some places — some shanties; we get bad board in some shanties and good board in others.

Q. It is generally the rule that in job shanties (small shanties) the men do not get such good board as in the larger concerns? A. In the biggest part of the larger concerns they do not board the men so well as in the small concerns, on the average.

- Q. How many hours a day do you think these men average during the winter? A. Well, during they winter generally; they work as long as they can see in the bush.
- Q. Do you think that they work nine or ten hours? A. Yes; nine or ten hours. They work as long as they can see.
- Q. How far do they have to walk? A. They have to walk back of the shanties — sometimes 1 mile and sometimes 2 or 3 miles.
- Q. Well, would they make twelve hours a day? A. Sometimes they do before they get back to the shanties again, and other times it would not take that — it just depends how far they have to go.
- Q. Are any precautions taken by these men or their employers while they are in the shanties in case of accident? Suppose a man is cut — supposing he receives a severe cut, is anybody there to attend to his wounds? A. Yes; it is done this way. One man has to dress the other, and the man that is cut or is sick is charged for his time and he loses his pay.
- Q. Supposing you are injured, supposing you receive a severe cut in the middle of the month, is your time stopped at once? A. Yes; the moment that you are wounded your time is stopped.
- Q. Is it the rule of the firm not to pay your railway fare down? A. They never do.

By MR. BOIVIN:

- Q. At what rate are you charged for your board? A. One dollar a day. They let your time go on and they charge you \$1 a day.
- Q. Has there ever been any complaint? Has there ever been any complaint made to the foreman of the shanty? A. There was a complaint made to the foreman and to the agents of the condition of the food, but we could not get any alteration made, and they kept on that way until that pork and flour that they had was used up, and at that time there was a deal of people in the shanty — men got sick and we calculated that it was on account of this food, giving us bad board. The men got sick of what was called 'black legs,' that is they got their legs swelled up so bad and so far that many had to come down from the shanties on that account. I do not see what could cause this but the bad board that they gave them, because with good board, good victuals, they would keep well and work well.
- Q. They have supply depots, have they not? A. Yes.
- Q. And they furnish supplies at these depots? A. Yes.

- Q. Can you buy goods as cheap there as you can buy them at Renfrew, for instance? A. No.
- Q. How much dearer would you have to pay? A. It is just according to what river you are on; sometimes, for instance, you are on the Dore River, and other times on the river Petawawi; at other times you are at the Trout Lake depot. At some places it goes to 50 cents and at other places it goes to \$1 (50 to 100 per cent.) more than city prices.
- Q. Would you buy a pair of pants or moccasins as cheap there as in Pembroke? A. No; you cannot buy it as cheap, and it does not cost as much as they charge you, because a pair of working pants, if you go to buy them here in Ottawa, will cost you \$2.25 to \$2.50, and they will charge you up there for just the same pants \$3.25 to \$3.50, and in some concerns we are charged \$5. Then, in some places plug, strip tobacco — it takes twelve plugs to the pound — they give you only ten to the pound, and for that they charge you \$1.25.
- Q. Now, would that be an exception but not the rule? A. It is not the rule, because the rule I saw in the shanty was they used to charge 60 to 75 cents.
- Q. Do these men in going there, if taken sick in the shanty, are they charged for their board? A. Yes; they charge \$1 a day.
- Q. And they lose their time? A. Yes; if a man gets cut or gets sick his time goes on, but he is charged \$1 a day for one or two days, or fifteen days, or a month.
- Q. Those men go down to the drive? A. Some are hired to clear in the spring, and some are hired to come down with the drive.
- Q. Do they get more pay to come down with the drive? A. They generally get a little more wages, when a man is hired for the winter and the drive.
- Q. Is not following the drive considered a very dangerous work? A. Yes.
- Q. Have you known men to be ordered to clear a jam away when the foreman has refused to go? A. No; the reason I say that I never saw that is, because I was foreman myself, and whenever I did not like to go myself I would never think of sending a man to fill my place; I would never send a man to do what I was afraid to do myself.

- Q. Have you known men in the shanties to lose their pay by sub-contracting — by shippers? A. I have known men that have lost their wages — and I have lost wages myself by sub-contractors.
- Q. Did you make any representation to the party for whom these logs were cut? A. No; I never did.
- Q. Do you know of any now who lose their wages through that? A. Well, very few; there are not so many as there used to be.
- Q. How much is board in these shanties, and what is its quality? A. Well, board in some of these places is 30 cents a meal — 35, 40 and 50 cents. It is just according to what river you are on.
- Q. What would constitute the board at 50 cents a meal? A. Well, they calculate to give us one meal, just 50 cents a day for a man on some rivers; on others it is 35 cents, and in other places 30 and 40 cents.
- Q. What would one meal consist of? A. Beef and pork, and beans, and peasoup, and bread and tea; sometimes they have potatoes and at other times they have not.

By MR. ARMSTRONG:

- Q. They do not use any table napkins out there? A. No; nor tables either, for a man has to make his own table on his knee or on the floor.

By the CHAIRMAN:

- Q. Do I understand you to say that you eat off the floor? A. Some of them do sit there, right on the floor, and take their meals.

By MR. CARSON:

- Q. Have you known any man paid in the shanty in 'scrip' or 'due bills'? A. Yes; I have known some of them.

By the CHAIRMAN:

- Q. Have you ever seen them paid with these bills? A. I have never seen them paid, but I was shown the bills.
- Q. What kind of bills? A. Just a 'due bill' written with the pencil.
- Q. You were paid by due bills, but you would have to wait until the timber was down to be paid? A. Yes.

By MR. HEAKES:

- Q. If a man goes out into the woods in the fall and does not remain the whole winter, is any portion of his wages charged against him? A. If a man is hired in the fall to go to the woods, and if he wants to leave the concern, and won't work his time, they will charge him for the passage fee of another man to bring up in his

place and let him go, and I have seen some concerns not pay him at all. If he wants to go he goes without any payment.

- Q. What kind of beds do you have? A. Balsam or bay branches, and two pairs of blankets.
- Q. Just the branches cut down? A. Just the branches cut; they are the feathers.
- Q. Do any of the firms furnish straw beds? A. Sometimes they do, when the snow is deep; at other times it is too far away, and you cannot get it.
- Q. Do you know any firms now who pay in scrip or by order?
A. I do not know any men who are paid in scrip or by order, only as I said a while ago; when a man is stuck on a river he is given a 'due bill,' to be paid next year, when the timber arrives at Quebec or is out in the stream. ...

THOMAS STEWART, Machinist, Ottawa, called and sworn.

By MR. CARSON:

- Q. You are a member of the firm of Stewart and Fleck, machinists, of this city? A. Yes.
- Q. You have, I understand, given a great deal of consideration to the question of the establishment of an intelligence bureau, or bureau of labor statistics, for the information of the workingmen. If so, please give your opinion thereon. I am not going to ask you any questions, but I wish you to state your views on that subject to this Commission? A. I might say, as you know, being the late president of the association here in this city, that I have had more or less to do with the matter when it was brought up first. I very much regret the absence of one member of the Royal Commission here to-night. I had expected to see my friend Mr. Gibson here to-night — one of the representatives of the city of Ottawa on this Commission, as he and I are both familiar with this subject. The idea of establishing a bureau of labor statistics was one of the greatest points that our association had in view; in fact, I might say the greatest point. Our idea was to establish it in such a way that each country post office all over the Dominion would be, practically speaking, an intelligence office for the benefit of the workingmen in general, not only for mechanics but for laboring men, or any person out of employment, and not only for their benefit, but for the benefit of the employers also. The idea

we represented to the Minister at that time was, that when any number of men or any person — man or woman — was out of employment, by going to the post office and registering his or her name and occupation or intended occupation, they would be informed where such persons or workmen was or were required. We also intended or proposed that employers should know of this arrangement at the post offices throughout the whole country, so that they might register their wants, and so that each day the returns as they would be made by the agent of the bureau of labor statistics (who would be the postmaster for the time being), would be forwarded to the secretary of the bureau of labor statistics, Ottawa, who would cause the information to be duly circulated throughout the country. I am not aware that I have made my views quite clear to you. Supposing they wanted men in Winnipeg, and we wanted more here than were really required in Winnipeg, the postmasters of the respective cities would be informed by the general office in Ottawa that a certain number of men were required of a specific class; that they had information that so many men of that particular class were required, and that by applying at the post office they could go on there. It would save them the expense of travelling and looking for work on speculation; they would know that men were wanted, and the information would come so cheaply through this process — there would be no extra expense to the Government, and at the same time it would be a great deal of benefit to the working classes in the whole Dominion, because what would happen between Winnipeg and Ottawa might happen between Halifax and Ottawa, or through the whole country; so that the superintendent of the labor bureau in Ottawa, as head-centre, would be able to inform the whole country; I mean the postmasters all over the country would be able to inform the Postmaster General, or rather the secretary of the bureau of labor statistics, where these men were wanted — that is to say, where men could obtain employment, and to what extent. I know myself, as a practical mechanic, I have many times travelled hundreds of miles looking for work, and at the end of my journey was sometimes worse off than when I started; and if I had known of the condition of my trade in that particular place I would have gone in another direction. I am talking according to my experience, and the experience of others; and

having thought the matter over in our association we have all come to the conclusion that if the workingmen could have a central bureau of statistics, established here in Ottawa as the capital, where all reports of labor statistics could come in, the same as mail reports come in, they could go and apply for information to the postmaster, or some person or persons appointed for the purpose. That is my opinion and the opinion of all our friends in the association. We came to the conclusion that it would do away with the necessity for strikes, disturbances between employers and employés, for the simple reason that it would equalize the labor over the country, and when a particular part would be supplied there would not be any danger of over-doing the supply in any particular part. In our opinion, most of these strikes have been caused by the importation of foreign labor.

By the CHAIRMAN:

- Q. What do you mean by foreign labor? A. Laborers imported into Canada from foreign countries.
- Q. Do you call England a foreign country? A. I refer to laborers imported from foreign countries — that is to say, countries outside of Canada — who come here and are willing to work at lower wages than Canadians. Some of them do not have an existence in our country, and work here only in the summer time. These people come here and work in the summer time for less wages than Canadians, and not having had any experience of a winter in Canada, work for less wages than we Canadians can do, who have to remain here through the long and hard winter. The result is that Canadians are asked to work for less wages than they can live upon, and the result has been dissatisfaction and strikes in various parts of the country, and there always will be, as long as the same principle of supporting foreign labor exists.
- Q. Is this a British colony? A. I will submit to you whether it is or not; if you will say it is not, I will admit it.
- Q. And then, how do you propose to prevent Englishmen from coming here? A. I would not.
- Q. You do not understand my question. In view of what you have already stated I ask you this: How are you going to prevent the English workingman from coming to this country? A. I will explain what I mean. I do not propose to prevent people from coming into the country.

Q. Then, how are you going to remedy that of which you complain?

A. When foreigners — Englishmen, Scotchmen and Irishmen, and others — come to this country to interfere with the rights of the workingmen of this country —

Q. I am asking your opinion now. You made a complaint against a certain portion of the people of this country. You deny them the right to exist here, when they have as much right as any one to be here, as long as they obey the law? A. I never made that complaint. I said we did not complain of Canadians, but we complain of foreigners outside of Canada. Understand me: I said and I say now, so that there shall be no mistake about it, and His Honor, probably, will understand me better in this way — as a Canadian workingman I object to having the workingmen of foreign countries brought here, and assisted to come here, when there is not sufficient employment for those who are resident in the country.

Q. Will you say what are foreign countries? A. Any country outside of Canada is a foreign country, in my opinion. I say anything outside of Canada. I object to these people being brought into this country — assisted into this country to compete against us. That is what I mean. Unfortunately, I am interrupted and prevented from giving free expression to my thoughts. ...

By MR. HEAKES:

Q. There is not a great deal of money expended on the workingman by the Government, or the country, is there? A. Well, as far as I am concerned — I am a practical workingman — I do not know of a cent. The only money that I know of their spending for the workingman has been the assisted passages from the old country, to compete against us. ...

Q. Did those men come out as mechanics or in the capacity of agricultural laborers? A. I was just coming to that. They said they went to the agent and asked for an assisted passage. He said: 'Are you farm laborers,' and they answered: 'No; we are machinists.' He said: 'Can you work on a farm,' and they said: 'Oh, yes'; and he said: 'That is all right,' and gave them an assisted passage. They said: 'We told him we were machinists, but the agent asked if we could work on a farm, and we said that we could, and he said: "That is all right," and gave us assisted passages.' ...

3 QUEBEC EVIDENCE

MONTREAL

...

ELI MASSY, Cigar-maker, sworn.

By MR. HELBRONNER:

Q. You are a cigar-maker? A. Yes, sir.

Q. What is the average of wages for the men? A. The average of salaries is \$7.00 a week. I may tell you, first, this question has received a great deal of consideration, and the conclusion come to was, the average \$7.00 a week.

Q. Seven dollars a week, for the whole year? A. For the whole year. ...

Q. Have you ever studied the question of workingmen's expenses in your trade, striking an average? A. Yes, sir.

Q. What average did you strike — say a married man, with how many children? A. A married man, with a family of two or three children, we found, gave us this result. For schooling, the cost is about fifty cents a week. Then, as to rental, we calculated an average, about one dollar and a half a week, but I see that the rentals are still rising.

Q. Speak for the present moment? A. For the present moment, we have set down \$1.50 per week for the rental.

Q. That makes \$78.00 a year. A. Yes; that is the average.

Q. How much do you calculate for bread? A. First, we calculated on fuel, and we put down eighty cents a week for fuel.

Q. And how much did you put down for bread? A. We assigned the whole balance for food, the average being for that item, between \$4.00 and \$5.00 a week.

Q. If you put down \$5.00 a week for food, you go beyond \$7.00, you get up as far as \$7.80. In determining \$4.00 for food you came down to \$6.80, which leaves you twenty cents for clothing, and the balance? A. For living, we did not calculate; I speak from my own experience for all the expenses which I have mentioned.

Q. How many children have you got? A. I have two children.

Q. Can you live on \$7.00 a week? A. No, sir.

Q. Then, you run into debt? A. Yes; we run into debt. When health gives way, we must, necessarily, contract debts.

Q. But, in ordinary times, without sickness, could you make a living with your \$7.00 a week? A. Certainly; we could always live. I am of opinion that I could live with \$7.00 a week, in ordinary circumstances, without sickness, with my children. ...

PATRICK J. RYAN, Cigarmaker, Montreal, sworn.

TABLE OF EMPLOYEES,
including Men, Apprentices, Boys and Girls, in the Cigar Industry in Montreal

Name of Manufacturer	Union men	Non-union men	Apprentices	Little Boys App.	Little Girls App.	Strippers	Married Men	Single Men	Journey- women	Total Cigarmakers
J.M. Fortier	14	111	75	50	25	45	30	95	30	275
S. Davis & Son	75	67	185	125	60	100	47	67	30	457
Tassé & Wood	15		33	33		30			15	96
Rattray	15	19		12		20			19	85
H. Jacob	50					30	20	30		80
Smith & Fichel	9	25	40	20	20	20	6	28	20	114
P. Pelletier	12	2	2			3	4	8		19
Goulet & Brothers		10	17	17		8				35
T. Larue		1	2	2				1		3
P. Jones		1	5	5			1			6
H. Swain	5		5	4	1	7	3	2		17
S. Foret		1	6	6		2	1	1		9
V. Foret			4	4						4
J. Clough			10	6	4					10
Z. Davis		1	5	5		2		1	4	18
Cardinal		7				3				10
Roman	6	17		3		4			2	32
	192	262	389	282	110	274	112	233	120	1264

...

THEOPHILE CHARRON, Journeyman Cigar-maker, aged 14, of Montreal, sworn.

By MR. HELBRONNER:

Q. How old are you? A. I was 14 on the 10th January last.

Q. When you call yourself a cigar-maker, you mean that you have served your apprenticeship, do you not? A. Yes, sir.

Q. How long? A. Three years.

Q. You began working at 11 years? A. Yes, sir.

Q. What wages do you get now? Are you paid by the piece?
A. Yes, sir.

Q. You receive the same wages as the workingmen? A. Yes.

- Q. What wages did you get during your apprenticeship? A. One dollar a week for the first year, \$1.50 for the second year, and \$2 for the third year. When I worked extra I got more.
- Q. When you worked extra you got more? A. Yes.
- Q. What do you mean by working extra? What was the amount that you were expected to do? A. We got 10 cents by 100 cigars, and when we made a certain quantity above that we were paid 10 cents a hundred. ...
- Q. Did you have any fines to pay during your apprenticeship?
A. Yes, sir.
- Q. Many? A. A good number.
- Q. Do you remember how many? A. No.
- Q. Do you remember the most you paid in one week? A. Twenty-five cents.
- Q. This is the highest you paid? A. Yes, sir.
- Q. How many hours did you work a day? A. Sometimes ten hours, other times eight hours. It was just as they wanted it.
- Q. Do you remember why you paid these fines? A. Sometimes for talking too much; mostly for that.
- Q. You were never licked? A. Yes; not licked so as any harm was done me, but sometimes they would come along, and if we happened to be cutting our leaf wrong, they would give us a crack across the head with the fist.
- Q. Was it usual to beat children like that? A. Often.
- Q. Were you beaten during the first year of your apprenticeship?
A. Yes, sir.
- Q. That is, you were beaten at eleven years? A. Yes, sir.
- Q. You were never sent before the Recorder? A. No, sir. ...
- Q. Have you seen other children beaten? A. Yes, sir.
- Q. Did you see them beaten worse than yourself? A. No, sir.
- Q. Do you know of a factory where there is a blackhole?
A. Yes, sir.
- Q. Have you seen children put in that blackhole? A. Yes, sir.
- Q. How old were these children? A. I could not tell the age.
- Q. Younger than yourself? A. No, sir.
- Q. Why were they put into the blackhole? A. Because they lost time.
- Q. Who put them into the blackhole? A. The man who kept the press.

- Q. Do you know whether this man wears a constable's medal?
A. Yes, sir.
- Q. Do the children cry out? A. No, sir.
- Q. Were they taken to the blackhole brutally? A. No, sir.
- Q. How long did they stop in the hole, as a general thing?
A. Some of them stopped there till seven o'clock.
- Q. When were they put in? A. In the afternoon.
- Q. Was it seven o'clock in the evening or seven hours of time?
A. Seven o'clock in the evening. They put them in during the afternoon until seven in the evening.
- Q. At what time do the men leave the factory? A. Generally at five o'clock and sometimes at six.
- Q. Do you mean to say that those children were kept in the blackhole after the men had left the factory? A. Yes, sir.
- Q. Who let them out? The same that put them in? A. Yes, sir, I think so, but I never saw him.
- Q. Was this blackhole heated? A. I don't know, sir.
- Q. In what floor of the factory is this blackhole? A. In the cellar.
- Q. Is there a furnace in the cellar? A. Yes, sir.
- Q. Is the blackhole near the furnace? A. No, sir.
- Q. Is there a window therein? A. No.
- Q. When children were shut in there, you never heard them cry to get some one to let them out? A. No, sir.
- Q. At what age did you quit school? A. At ten years and a half.
- Q. Can you read and write? A. A little.
- Q. Are you an orphan? A. No, sir.
- Q. Do you know your four rules? A. I cannot say whether I remember them.
- Q. Did you see little girls put into the blackhole? A. No.
- Q. Have you seen little girls beaten? A. No, sir.
- Q. Do you work in the same shop as the little girls?
A. Sometimes, yes. ...

EDOUARD MIRON, Journeyman Cigar-maker, of Montreal, sworn.

By MR. HELBRONNER:

- Q. You are a workman cigar-maker? A. Yes.
- Q. How old are you? A. Twenty-two years of age.
- Q. At what age did you go into apprenticeship? A. At sixteen.
- Q. How long did you serve? A. Three years.

- Q. How much did you make the first year? A. \$1 the first year, \$2 the second and \$3 the third.
- Q. When you began your apprenticeship did you make an engagement with your employer? A. Yes.
- Q. You signed it? A. Yes, sir.
- Q. You were ten years old then? A. Yes, sir.
- Q. Were you ever sent before the Recorder? A. I was never sent before the Recorder but was taken up.
- Q. By whom were you taken up? A. I cannot give his name.
- Q. Were you taken up by a factory hand where you worked, or by a policeman? A. By a policeman.
- Q. What for? A. Because I had lost an afternoon to go to the circus.
- Q. How did that matter turn out? A. He had to pay the whole thing.
- Q. Were you taken to the police station? A. Yes. I was locked up from one o'clock till ten in the evening in a cell at the City Hall.
- Q. That was the day after you went to the circus? A. I went to the circus on the Saturday and was arrested on the Monday following.
- Q. You were not at the factory on the Saturday? A. Yes. I worked there.
- Q. Did you get pay on that Saturday? A. Yes.
- Q. You had no fine to pay for the day you missed? A. No, sir.
- Q. He simply forfeited your day, then? A. Yes.
- Q. You mean that you went to the factory on Saturday morning, when he kept back your money and had you arrested on Monday? A. Yes; between noon and one o'clock.
- Q. You do not remember in what year, thereabouts, you were arrested? A. It was in my second year of apprenticeship.
- Q. What year was that? A. About five years ago.
- Q. At night you were let out? A. Yes, because my father sought Mr. DeMontigny and got a writing from him to let me go. Without that I could not get away. ...
- Q. Did you pay many fines? A. Often. Nearly every week I had fines to pay.
- Q. Why? A. Sometimes it was because we were sick and lost time. If we did not fetch a doctor's certificate we were fined fifty cents.
- Q. Do you mean that they kept fifty cents from you over and above the time you lost? A. Yes. When we lost any time, and they asked

us why, and we did not tell, they kept back fifty cents at times, although not always.

Q. Were you ever beaten? A. No, sir. ...

ALPHONSE LAFRANCE, Cigar-maker, of Montreal, sworn. ...

By MR. HELBRONNER:

Q. Have you anything to add to what they said? A. I have seen apprentices beaten.

Q. Have you seen any beaten brutally? A. Sharp slaps right in the face.

Q. Why? A. The party was sweeping and the foreman told him to pick up the tobacco leaves. The apprentice went on sweeping and did not pick them up. The foreman took him by the ear, bent him down to the ground and said to him: 'why did you not pick up that tobacco?' It was a child only twelve or fourteen years old, and he did not reply. The foreman made him get up by slapping him in the face.

Q. Have you seen young girls beaten too? A. No.

Q. Have you paid for gas? A. Yes. Ten cents a week.

Q. In how many weeks? A. For about six months.

Q. Six months of the year? A. No, I paid in one place for about five months.

Q. Consecutively? A. Yes.

Q. Did you pay ten cents for gas whether you worked the six days of the week or not? A. Yes. If we worked only one day we paid the same, and if the gas was not lighted we paid all the same again. ...

STANISLAS GOYETTE, Cigar-maker, of the City of Montreal, sworn.

By MR. HELBRONNER:

Q. Mr. Goyette, you are a cigar-maker? A. Yes, sir.

Q. How old are you? A. Twenty years old.

Q. At what age did you begin your apprenticeship? A. At the age of fourteen.

Q. You served for three years? A. Yes, sir. ...

Q. Did you pay any fines during your apprenticeship? A. Yes, sir; that is never wanting.

Q. Did you pay many fines? A. Yes, sir.

Q. Do you know how much you paid in fines during the three years of your apprenticeship? A. I could not tell you, there were so many. ...

- Q. Were you ever beaten during your apprenticeship? A. Yes, sir.
- Q. How old were you? A. I might have been fourteen or fifteen.
- Q. Who beat you? A. The foreman.
- Q. Why did he beat you? A. For all sorts of reasons.
- Q. You do not remember why? A. Sometimes because I would not work after the regular hours. Indeed, it was oftenest because I would not work after the regular hours.
- Q. Did he strike you with his hand, his fist or some tool? A. With whatever he had in his hand. He baulked at nothing.
- Q. With a piece of wood — a stick? A. Yes; wood and mould covers.
- Q. Were you beaten so as to be sick from the effects of it? A. Yes, sir; I feel it to this day.
- Q. How long were you sick? A. Four years.
- Q. Were you sick in bed? A. Yes; in bed, from time to time.
- Q. Were you forced to stop at home immediately after the beating?
A. I could not tell you; I did not take notice of that point.
- Q. Are you in good health now? A. No sir.
- Q. You attribute your present health to the blows you received?
A. Yes; to the blows I received.
- Q. What physician attended you? A. I could not say. It was at the English Hospital that I was cared for. The first doctor who attended me was Dr. Demers.
- Q. Do you know where Dr. Demers lives? A. Yes, sir.
- Q. Where does he live? A. On St. Catharine street, corner of Dufresne street and St. Catharine street.
- Q. Were you attended by other doctors? A. Yes, at the English Hospital.
- Q. One of the Commissioners asks you to say, if you care to say it, in what establishment you were thus treated? A. At Mr. Fortier's.
- Q. Do you know an establishment where there is a blackhole?
A. Yes, sir; at Mr. Fortier's. ...
- Q. Where is it situated? A. In the cellar. ...

_____, Cigar-maker, of the City of Montreal, sworn.

By MR. HELBRONNER:

- Q. Mr. _____, were you foreman at Mr. Fortier's? A. Yes, sir, I was employed as foreman for four years.

By MR. COTÉ:

- Q. How did you beat the apprentices when you were foreman?
A. I never treated them exactly as the last witness related a moment

ago. Only sometimes I had several discussions with a subaltern, so to speak. There was a young man by the name of Prud'homme who was employed with me, and with whom I had discussions. I left that job because it is very likely that I should have become as infamous as Mr. Fortier himself.

By MR. HELBRONNER:

- Q. How many foremen were there in your time? A. We were four.
- Q. Which means that the act of which we have just heard might have been committed by a foreman other than yourself? A. Yes, sir.
- Q. Can you say whether Mr. Fortier knew in what manner his apprentices were treated? A. Certainly, he knew it as well as I did; only when the superintendent told him something of the sort, he would burst out laughing.
- Q. Do you know whether any apprentices were beaten under his orders? A. I remember only once, about two years ago now, that they took off the trousers of a young man. ...
- Q. Did they beat that child? A. Yes, they beat him.
- Q. With what? A. With a plank about 3 or 4 feet long and six inches broad.
- Q. You saw that yourself? A. Yes, sir, I saw it myself.
- Q. Was it the general rule to beat the apprentices? A. Not precisely. But whenever there was a chance, they made use of it.
- Q. What do you mean by a 'chance'? Did that child do any act that deserved such punishment? A. If a child did anything, that is, if he looked on one side or other, or spoke, he would say: I'm going to make you pay 10 cents fine, and if the same were repeated three or four times, he would seize a stick or a plank, and beat him with it. ...
- Q. Do you know the black hole at Fortier's? A. Yes, sir. I have seen it several times.
- Q. Are children put in there summer and winter? A. Over and over again. I have seen them put there in winter and also in summer. What is called the black hole is a sort of coal box. The coals are stored there, and when the children don't behave they stick them among the coals.
- Q. On what floor is it? A. In the cellar.
- Q. Under the ground? A. Yes, sir.
- Q. Is this black hole in any way heated? A. It is not heated, but the warmth reaches there, as the building is heated by steam.

- Q. Is it cold there in winter? A. Pretty cold in winter. ...
- Q. Do you know whether little girls were ever put into that black hole? A. No; I do not remember having seen any.
- Q. How long did the children stop in the black hole? A. It seems to me that there was a young fellow by the name of Charley Weir who stopped there about one hour or two, but I am not positive as to the time. But one hour or two was the shortest time he was in.
- Q. Who led them to the black hole? A. The most of the time there was a certain man whom we called the constable, Mr. Goudreau.
- Q. Does that policeman wear a police badge? A. Yes, he wears one.
- Q. Is he employed by the factory or is he simply a policeman?
A. He is employed in the factory, but I think he was formerly in the police, and that is why he kept his badge. ...

...

LÉON GIRANDIAS, Cigar-maker, of the City of Montreal, sworn.

By MR. HELBRONNER: ...

- Q. In what factory did you serve your apprenticeship? A. I learned my trade at Mr. Lesser's.
- Q. Fines are not imposed in that factory? A. No, sir.
- Q. You have worked in several factories? A. Yes sir; I have worked in several factories.
- Q. Have you seen children beaten in several factories? A. No sir; not in several, but I have seen them beaten in the factory where I worked at Messrs. Tassé & Wood. I saw a child beaten with a mould. I saw him struck with it three times.
- Q. What is a mould? How large is it? A. A mould is about twenty-five inches long.
- Q. And how large? A. The size is about three inches.
- Q. Was he beaten brutally? A. He received three blows. That hurt him, I can tell you.
- Q. Could the child move after that? A. Yes. He moved in spite of himself.
- Q. How old was he? A. I think he was about fourteen years old. The foreman sent for the police, and the police not coming in time, he beat him.
- Q. What had the child done? A. I could not tell you exactly. I think he had a row with a little girl. I think it was on account of a brush that the quarrel arose.

- Q. The brush is a part of your work is it not? A. Yes, sir.
- Q. On what part of the body did he beat him? A. On the buttocks and on the hips.
- Q. Did they take off his trousers? A. No.
- Q. Did only one man beat him? A. Yes, sir.
- Q. Is that the only child you saw beaten? A. I saw another child beaten quite brutally.
- Q. In the same factory? A. Yes; in the same factory.
- Q. How was he beaten? A. The boy had caused a pair of scales to fall. The scales were not broken, and he when he saw this...
- Q. Whom do you mean? The foreman? A. Yes; the foreman. He took the broom and he gave him at least five or six blows on the shoulders.
- Q. How old was the child? A. I think he was about fifteen years old. The foreman told him to hurry up. The little fellow did not go fast enough, and the foreman, who had a punch in his hand, a steel punch to punch the cases, threw the punch and struck him in the side, with all the strength of his arm.

By the CHAIRMAN:

- Q. What then happened? A. That nearly choked him. He did not go fast enough. He struck him another blow on the shoulders to make him get on. ...

MISS GEORGIANA LOISELLE, Cigar Maker of Montreal, sworn.

By MR. HELBRONNER:

- Q. In what factory do you work, Miss? A. At Mr. Fortier's.
- Q. In what establishment did you serve your apprenticeship?
A. At Mr. Fortier's.
- Q. Were you beaten when at Mr. Fortier's? A. Yes, sir.
- Q. Will you tell us in what way you were beaten? A. It was Mr. Fortier who beat me with a mould cover.
- Q. Is it a tool such as you see before you on the table? A. Yes; it was the cover.
- Q. Why did he beat you? A. I would not make one hundred cigars which he gave me to make. I refused to make them, and he beat me with the mould cover.
- Q. Did he seize you before beating you? A. I was sitting, and he took hold of me by the arm, and tried to throw me on the ground. He did throw me on the ground and beat me with the mould cover.

- Q. Did he beat you when you were down? A. Yes, I tried to rise and he kept me down on the floor.
- Q. Were you able to rise at once after being beaten? A. Yes.
- Q. Did you suffer from the blows he gave you? A. No, sir; I bore no marks.
- Q. Were there young girls, workingmen or boys in the factory?
A. There were other girls, but I did not notice the girls. I noticed only the foreman, Mr. Fournier.
- Q. Mr. Fournier said nothing? A. No. ...
- Q. How old were you when you were beaten? A. I was going on eighteen years.
- Q. How long is it since you were beaten? A. I am now twenty-three years old.
- By MR. WALSH: ...
- Q. Did you quit Mr. Fortier after that? A. Yes; after my apprenticeship was over.
- Q. And you went back to work for him? A. Yes; and I still work there for him. ...

J.M. FORTIER, Cigar Manufacturer, called and sworn. ...

- Q. Do you know the age of the youngest apprentice at present employed in your factory? A. I do not know; I have given strict instructions not to have any boy younger than fourteen years.
- Q. How long is it since you gave that order? A. That order was given a couple of years ago; but lately, since about a couple of months ago, I noticed there were a few who worked there that might not be of that age, and I have since given strict instructions to the manager to have nobody there of less than fourteen years.
- Q. When you employ an apprentice you have an indenture passed, I believe? A. Yes.
- Q. Do you mention the age of the apprentice in the contract?
A. Yes.
- Q. So that if you employ a child too young, it is either the fault of the father or the tutor? A. Yes; because he wants to place the boy. It is generally the financial circumstances of the family that brings him to work so young.
- Q. Under whose control are the apprentices? A. They are under the control of the manager and foremen.

- Q. Under whose control are they during the hours of work?
A. During the hours of work they are under the control of the foremen of the different departments and in general, of the manager.
- Q. How are those apprentices treated by the foremen? A. Those apprentices are treated by the foremen in the same manner as if they were his own children, or in other words, as they would be treated at school.
- Q. Is it not to your knowledge that those children have been beaten? A. It is not to my personal knowledge that those boys have been beaten, other than what they have deserved for wrongs they have committed, the same as a parent would punish his child, or I would punish my child, or a school master would punish a child who does not do what is right at school.
- Q. I understand by your reply the children have been beaten?
A. They have been beaten in the same manner; they have been beaten for correction.
- Q. Is it to your knowledge that those children have been beaten?
A. It is not to my knowledge that those children have been beaten.
- Q. You have told us that the children have been beaten as they would have been by their parents, or at school, or for correction?
A. For correction.
- Q. So it is to your knowledge that some have been beaten?
A. For correction.
- Q. Do you believe it to be the duty of the foreman, or proprietor of a shop, to beat a child? A. No.
- Q. Why did the foremen of your establishment beat them? A. They did not beat them to my knowledge.
- Q. You have told us that the children have been beaten to correct them? A. Yes. ...

By MR. HELBRONNER:

- Q. Do you believe a foreman, or proprietor of a factory, has a right to strike a child? A. I believe the foremen of departments, over a certain number of boys of low age, like apprentices, have a right to touch the children with a ruler, or with their hands to correct them.
- Q. To your knowledge, then, correction has been applied in your establishment? A. Yes.

- Q. Please give us the method of correction applied by yourself, or by your foremen, in the factories? A. For instance: a boy will disobey orders. He is told to do certain things and he will not do them. What I am now speaking of, we have not had any experience of for about a year. We have had a very noisy class of boys within a year or two, and it was very hard to get them to do what they were ordered, but this last year we have had no experience of correcting a boy by hitting him on the fingers. In previous years we had lots of trouble with them; it was during the agitation of the strike, and so forth, and if we told a boy to do certain things, and he did not do them, or if he did not do right by taking tobacco or destroying tobacco, the foreman would very likely hit him on the fingers with a ruler. ...
- Q. From whom did the foremen receive instructions to beat the children? A. They have never been authorized by me to beat any children.
- Q. Did you know they were touched? A. I have given them instructions to correct them, and those instructions come from the Recorder down stairs. ...
- Q. Did you beat an apprentice, either boy or girl, yourself?
A. Yes.
- Q. Will you give us the name of the person you struck?
A. Georgiana Loiselle.
- Q. Were you present yesterday when Miss Georgiana Loiselle gave her deposition? A. Yes.
- Q. Can you tell us what you can offer in contradiction of what she said? A. I cannot contradict what she said, for she told the truth, that I asked her to make one hundred cigars. It was in the afternoon or in the morning before the quitting hour, and she said she was not going to do it; and she spoke in a very impertinent manner. I had had several troubles with the same young lady previous to that, and I had seen her mother, and her mother had prayed me to do the best I could and to correct her the best way I could. So after receiving those instructions, and as I had three or four of her brothers working for me at the time, I took a great interest in the girl — the mother being alone and supported by her children — to see that the children were properly attended to. I took this young lady by the arm to have her sit down. She would not, so I turned her around and tried to sit her down. She would

not. I took the cover of a mould and tried to sit her on my knee, but she was too heavy and fell on the floor. I held her on the floor and smacked her on the backside with the mould. I asked her if she would do it, and after a couple of strikes she said 'I will.' She got up and sat down at her table and made her one hundred bunches and went off quietly. She never lost one hour, and I think she is very glad to-day to have received the lesson she did, for she has been an obedient girl ever since then.

Q. Is this what you call a mould (pointing to a mould on the table)?

A. It was not exactly that kind; that is a little too heavy.

Q. Is it the same kind as that? A. It is not the same as that; it is lighter than that.

Q. Give the dimensions of the mould you did use? A. The cover may have been a little lighter than that, one eighth of an inch thinner; it would be about the same width, not quite so long.

Q. How long ago is it since you beat her? A. It must have been four or five years ago. I could not say exactly. ...

Q. Do you mean to say you corrected her according to the instructions you received from the Recorder? A. Yes. The Recorder spoke in this way; he said: 'Correct them the same as you would your own child. Hit them there because it cannot hurt them, and they will be corrected.'

Q. Do you correct your child with such a mould as this? A. If he deserved it, it would not hurt him to hit him on the backside with that as much as with the hand.

Q. Would you allow the school-master to hit your child with such a machine as this? A. Yes; if he did it the same as I did it. ...

Q. You have said you held this girl down? A. Yes.

Q. In what manner did you keep her down? A. I held her down with my arm, like this, and struck her this way.

Q. Do you believe it is decent for a man to place a girl of eighteen in that position? A. When she is very disobedient and there are about fifty or sixty other girls there, I think it is only right that she should be taught a lesson when she deserves it.

Q. One of the Commissioners is anxious to know would you allow one of your daughters, if you have any, to be placed in that position? A. If she deserved it, I would.

Q. By a stranger? A. By a person to whom I had entrusted her, the same as this girl was to me; she was bound to me, and I was to

represent her father. It is very important you should know that these girls and boys are bound to me. They are engaged by indentures, and, of course, under the engagement the mother and father must help me along as much as they can. ...

- Q. Were you beaten during your apprenticeship? A. No; I did not happen to need it, I suppose; otherwise I should have been. ...
- Q. Have you any special room in which you place them when you correct them? A. No.
- Q. Mr. McGregor, your manager of the factory, told us yesterday of the fact that there was a certain room, which he styled an enclosure, in which children were locked up? A. They were put away there for theft, or robbing, or anything of that kind. We have a system of searching the apprentices, and most of the men, and when they come down stairs — there are probably one hundred men — perhaps the tenth man has cigars about him that he should not have. Then this man goes to work and calls one of us, and says, 'Take care of that man, I will finish searching the hands, and take him to the station house.' Then the man is taken and put in the enclosure, this room or some other place.
- Q. At what time is this searching done? A. The searching is done at noon before they go out and in the evening when they leave.
- Q. How long do you allow children to remain in this room? A. I do not know; I have never put any there myself; I cannot tell you that we ever kept any children there longer than until the man got through with the searching, and was ready to take them away. I do not know, I could not say.
- Q. Have all the children placed in that room, been brought before the Recorder? A. No; in some instances they have been forgiven, for it was not very pleasant for the parents to hear of their children being brought before the Recorder and be sent for. They would be brought before me or the manager, and forgiven. ... I must say that at that time most of the parents who could not get along with their children, because they were in bad order and were bad boys, came to me as a cigar manufacturer and put them in my hands, and I tried to do what I could with them. As they could not correct them themselves they put them in my hands. They had seen my name so often before the Recorder that they knew if there was great trouble with them I would put them into the Reformatory.

Q. The parents considered your factory as a species of Reformatory, or on the road to the Reformatory? A. It was on the road to the Reformatory; it was to reform those bad boys or any bad boys who came there.

Q. So then you would not be astonished if a boy had passed the whole of the time in that room? A. I could not say. ...

By the CHAIRMAN:

Q. What would be the proportion of boys and men you found stealing tobacco, or what would be the quantity of tobacco you found stolen every day? A. When I first started in the cigar business in Montreal I found that during the first six months I was 33 per cent short on my goods. So I came to the conclusion that I was robbed by my employees, and I employed a detective, who visited the houses of some of them. In two instances we found tobacco. In one house I visited with the detective, there was a lady, who was working in my establishment, who employed three cigar-makers at her house, making cigars from my tobacco. The room was equipped with moulds, presses and so forth, and she had some of my tobacco that I could identify very easily, because it was good Havana tobacco which could not be very easily got. Then I had her arrested, but as she was in very poor circumstances — she had a child sick with small-pox — I forgave her when she was brought before the Police Magistrate. I then came to the conclusion that the best thing I could do would be to search my employees. There was another man who was robbing me also, and we found tobacco in his house. After the system of searching came into force I got a letter from the Union Cigar Makers stating that if I did not quit that searching they would go on strike. They did go on strike, for I did not give up that system; and since that we have had probably twenty-five cases of robbing. In regard to that strike, we had a good deal of trouble with cigar-makers conspiring to prevent the hands coming to their places. We had a suit about it, which is not yet wound up. I see by the proceedings here that this is a continuation of the conspiracy.

By MR. ARMSTRONG:

I object to that language.

WITNESS:

I am talking about the cigar-makers of Montreal, I am not talking about the Commissioners.

By MR. HEAKES:

Q. Can Mr. Fortier state that this a continuation of the conspiracy?

WITNESS:

I believe this thing is a continuation of the conspiracy.

By MR. ARMSTRONG:

Q. Did the strike take place on account of the men telling you that you must abandon the practice of searching the employees?

A. Yes. The strike was proposed by people who were not working in my place, who were working in other factories. My own employees told me at the time that they were very sorry, but they had to obey the orders of the Union. ...

CHARLES PHILLIP NAEDELÉ, Deputy Chief of Police, Montreal, 66 years old. ...

Q. When a special constable arrests anybody, what does he do with his prisoner? A. He must take him to the Police Station.

Q. Without delay? A. Yes; without delay, or before the Magistrate.

Q. He has no right therefore to arrest anybody, and shut him up in a room, and then take him to the Police when he feels like it?

A. No, Sir; he has no such right.

Q. Are the cases in which a special constable can arrest a party the same as those of an ordinary constable when he makes an arrest?

A. Yes, sir; he has the same right.

Q. Has a special constable the right to lay a hand on a child talking in a factory? A. Those are matters of internal management.

Q. But has he the right to do it? A. I do not think he has.

Q. What would you do, as Chief Constable, to a constable who took upon himself to beat a child? A. I would discharge him at once.

Q. It follows, then, that a special constable who does the same thing ought to be discharged, does it not? A. Yes, sir, most certainly; such an officer is no man at all.

Q. Do you know whether there are many factories in Montreal where there are special constables? A. I know Mr. Fortier's. There is one at the Macdonald factory below. As to the others, I know nothing.

Q. How are they appointed? A. They are appointed as I told you just now. They come with a petition signed by two or three names, at most, either to the office of the Recorder or of the Police Magistrate. When they go to the Recorder, the latter sends them

to me. I inscribe their name in a book, and that is the whole routine. They are sworn in like the other constables.

Q. How long are they held to serve? A. There is no fixed time. A man is a special constable until such time as he is dismissed.

Q. Does that special constable stop always inside the factory?

A. They are employed by their masters.

Q. And they are paid by their master? A. Yes, sir. It is the boss who engages them and pays them. ...

BENJAMIN ANTOINE TESTARD DE MONTIGNY, Recorder of the City of Montreal, sworn.

By the CHAIRMAN:

Q. The Commission is desirous of knowing the reasons which you have to give for having permitted masters and employers of labor to chastise the children under them. The Commission would wish to hear your explanations on this head? A. Well, it happens often that questions and disputes between master and servant are brought before the Recorder's Court, which is the natural tribunal for their settlement. However, these are indirect questions which arise in regard to offences which come rather under the jurisdiction of other Magistrates, as, for instance, cases of assault. I have had occasion, several times, to pronounce blame on foremen for having exercised severity which I deemed unreasonable. But I have discharged others when I judged that the chastisement was deserved. I have had occasion, more than once, to deliver my opinion on this point, in the presence of masters and apprentices, brought up before me, and I laid it down as a principle that the master has the right of correction on the person of his servant, and more particularly his apprentice, provided always, — and this well understood, — that the correction be within the bounds of reason. In order to make them seize my thought better, I have given them examples by saying, 'Well, sir, you have a right to give an apprentice a shaking; you have a right to pull him by the ear, gently; you have a right to strike him on the hands, and then on his posterior, or any part of the body, where there is no danger that the child's health may be in any way damaged or injured.'

By MR. FREED:

Q. Does the law allow this? A. That is the interpretation that I put upon the law.

Q. Can you give us the chapter or the text of the law, according to which you gave this opinion? A. I gave that opinion, because I consider it in accordance with common sense, which is the natural law, and conforms with positive Divine law, and the civil law. I did not think that I should be called upon to cite the law; but I can send, if the Commission desire them, a great number of authorities on this point. ...

By MR. HEAKES:

Q. Do you look upon this as reasonable correction — throwing a girl of eighteen years of age on the floor and then striking her with a stick of wood? A. I could not decide on a simple question such as this, because, in my capacity as judge, I am in the habit of hearing both sides and looking into the circumstances of the case; and it is always my custom, after hearing one side to listen to the other. All depends on the proof that might be made. All that I can say is that, in the case of apprentices, especially when the father has entrusted his child to the employer — I hold that his right of correction goes as far as that of the father.

Q. If the defendant in a case before the Recorder admitted that an individual had thrown down a young girl of eighteen years of age and had then struck her, would you hold this individual guilty of assault? A. All depends on the circumstances, on the manner in which she was struck, on the way in which she was thrown to the floor and generally on the manner in which she was treated, in fine the result depends on a host of circumstances; and that is the reason why, in a case of assault, there are fifty different decisions. There exists another inconvenient thing in my delivering decisions on facts submitted outside of the Court; because the case might come up before me and that would be sufficient to cause my authority to be questioned.

Q. Is it not a dangerous system to allow certain individuals to correct their employees, particularly when it is considered that the bearing of men is very different with each person? A. It is dangerous as all rights are when they are abused. For my own part, as father of a family, I correct my children, and when I sent them to school I authorized the master to correct them. I have children — and I have got to my twelfth — who never needed correction, and I have others whom it would be impossible to deal with if they were not corrected. ...

- Q. Does the law of the Province of Quebec allow an employer to engage a special constable in his establishment, with the object of correcting his employees? A. Every magistrate is authorized to name special constables to carry out the orders of the employer or to maintain the peace; but I do not know any law which authorizes a magistrate to appoint a special constable, with power to correct the children.
- Q. Does there exist a law which authorizes an employer to lock up his people in a dark chamber or 'black-hole,' or in any other apartment? A. The law to which I referred merely gives in a laconic sense — like all good laws — the right of correction, and of what this correction consists depends upon circumstances as I have already said. If you wish to know my opinion, upon the question — upon the fact of whether locking up a child in a cell is reasonable correction, I am of opinion that it can be done and that, indeed, there is less danger in carrying out such correction than in striking the parties, provided, however, that it be not in a place which would injure their health, and that they be not deprived of proper food.
- Q. Do you consider that the permission given to a 'boss,' to correct his apprentice allows him to shut that apprentice up in a dark room and deprive him of food, air, light and other necessities of life? A. When I said that the correction ought not to affect the health of the child I answered that question, inasmuch as light and food are necessary to health. ...

WM. C. McDONALD, Tobacco Manufacturer, Montreal, sworn.

By MR. HELBRONNER:

- Q. How many hands do you employ? A. Between ten and eleven hundred.
- Q. How many of these are men? A. There are about five hundred males and about five hundred and fifty females. About that. ...

By the CHAIRMAN: ...

- Q. Could you send your foreman or superintendent here with a statement of the number of men, boys, women, girls and children, and the ages of the youngest ones employed in the factory? A. Yes; as nearly as possible. You could not get them to acknowledge being under ten years of age. They may be only ten years of age when they say they are twelve, and twelve years of

age when they say they are fourteen. It is a very hard thing to say.

By MR. HELBRONNER:

Q. Do you not take in your factory children under twelve years of age? A. Not knowingly. We are very greatly deceived about the children. A person can deceive and make misstatements about the ages of children; and I may say they are sometimes brought in surreptitiously under age by those occupying benches — earlier ages than we allow them to come in at — and it is a very difficult subject to have to do with.

Q. At what time do the persons employed in your factory come there to begin work? A. They begin work at seven in the morning. The working hours are from seven in the morning to six at night, with an hour intermission for dinner.

Q. Do they sometimes work later than six in the evening?
A. Very rarely. ...

Q. Do you impose fines on the employees? A. Yes. Under certain circumstances.

Q. Have you rules concerning such fines posted up in the work shops? A. No, I have no rules posted in the establishment.

Q. How do the employees know the amount of fines imposed on them? A. That is done by the overseer. The name is written on a board together with the amount of the fine and the reason for it. It is there before six or seven hundred people; and the fines and any wages that have not been called for — small sums left over. These fines and accumulations are sent to the General Hospital every year.

Q. Do you know the amount of fines imposed during the last year?
A. No, I do not know. I think they vary in different years from one hundred and fifty dollars to three hundred dollars.

By the CHAIRMAN:

Q. What is the amount of money paid out in wages? A. It is over two hundred thousand dollars. ...

Q. What are the salaries paid to the different hands? A. The wages of boys will vary from one dollar and fifty cents to five dollars per week.

Q. What are the ages of these boys? A. Twelve is about the lowest — that will give you from twelve to eighteen as near as I can tell you.

Q. How are the men paid? A. From six dollars to seven dollars and a half, and some eight dollars and a half a week.

Q. Are you the habit of reducing salaries by thirty seven and a half per cent in the winter? A. No. No stated thirty seven and a half per cent. The wages are reduced every fall and raised during the spring, so as to make an average.

By MR. KERWIN:

Q. Do you reduce the price of tobacco at the same time? A. That depends upon the cost of material. Sometimes it is reduced and sometimes it is raised.

Q. But it is not raised and reduced with the wages? A. No.

By the CHAIRMAN: ...

Q. Is it the general thing to reduce the salaries in the fall?

A. For thirty years I have done it. It is a general habit of the country — in this part of the country at any rate.

By MR. HELBRONNER:

Q. Do you reduce the working hours or do they remain the same?

A. There may be a little reduction when the work is light.

Q. Why is it reduced? A. Because of the superabundance of labor at that time, and in the spring it has to be raised. It is a remarkable commodity.

Q. When you say salaries are raised in the spring you mean that they are raised to the same point that they were, before they were reduced in the fall? A. For the last three years they have been more each spring.

By the CHAIRMAN:

Q. Your business is governed according to the supply and demand I suppose? A. Yes; it just depends upon the supply and demand. If labor is scarce we have to raise the money in order to get the people.

By MR. HEAKES:

Q. Does not the cost of living, to working people, increase during the winter. Do they not have to pay much larger sums in the winter than in the summer season? A. Oh, yes.

Q. Is it not a hardship to them to have their wages reduced at the time they need it more than in summer? A. That will depend upon how they provide for rainy days. When they have good wages they should save for the short period. ...

By the CHAIRMAN: ...

Q. Could you fix your wages otherwise than by that competition, or could you pay certain wages without reference to other factories? A. I have to follow the course of the labor market, and if I pay more wages than other competitors, I have that much disadvantage, and in the course of years I may dry up. I have to have sufficient business ability to run my factory, which, I need hardly explain, is run solely on business principles. ...

Q. You do not work for charity? A. I do not, sir. I am in business for the purpose of business.

Q. For the purpose of making money? A. Yes.

By MR. FREED:

Q. Can you compete with the manufacturers of Ontario? A. Yes. I pay the same wages and work the same number of hours.

Q. If you did pay the same wages and work your hands the same number of hours, the presumption is you would make the same profit? A. Yes.

Q. A manufacturer in Hamilton testified before this Commission that he works his hands nine hours a day. Could you afford to manufacture tobacco and allow your hands to work only nine hours of a day? If one manufacturer can afford to do that, cannot another? A. I do not say that.

Q. If this same manufacturer can afford to pay higher wages than you are paying, and still make a profit, what would be the natural presumption in your case? A. Well, I should think that question hardly requires an answer. ...

By MR. McLEAN:

Q. Have you thought anything of a system of prices profits; the employees sharing in the profits of your work? A. The money that I pay these men; two hundred thousand dollars is part of the profits per annum.

Q. Yes; but outside of that. I suppose you have given it some thought? A. I have, and I have really been very desirous to do it, but cannot see how it is going to be brought about with any degree of safety to the capitalist.

Q. Do you make any division among them of any sums of money? A. I sometimes give a bonus, but that is a matter of choice.

Q. Is that generally distributed among your superintendent and foremen? A. No; it is just as I choose. I have no partners in the

business, so that I may be generous sometimes — when I can afford it. ...

SAMUEL WILLIAM WELLS, of the City of Montreal, Superintendent to Mr. Wm. McDonald, Tobacco Manufacturer, Montreal, sworn.

By MR. HELBRONNER:

Q. Can you give the number of men, women and children employed in Mr. McDonald's factory? A. I have the number of males and females, but not of the men, women and children classed separately.

Q. Can you first give the number of the men, comprising all male persons over and above fifteen years of age? A. Well, there are about 500 males, and 550 females, and, I suppose, there might be, perhaps, 200 children out of that. ...

Q. Divided equally between boys and girls? A. About equally. ...

Q. I would draw your attention to the Factory Act, the first and second clauses, Section Nine, Chap. Thirty-two (32), eighteen hundred and eighty-five (1885), Quebec, which reads as follows: '1st. No male child aged less than twelve years, and no female child aged less than fourteen years, can be employed in any factory. 2nd. Except, as hereinafter provided, a child between the ages of twelve and fourteen years shall not be employed in any factory unless the employer of such child has in his possession, and produces when thereto requested by the Inspector, either a certificate signed by the parent, tutor, or other person, having the legal custody or control over such child, in which certificate the person signing it shall state the date thereof, the age of such child at the said date, and the birth place of such child, or in case there is not in the Province of Quebec anyone having the legal custody or control of such child, the written opinion of a physician that such child is not less than twelve years of age.' It is not enforced yet, but it is sanctioned by law, and, as the Chairman has just informed you, it may be enforced any day? A. Up to today we were not aware of any such provision.

Q. That is the reason it is communicated to you — for your information. At the beginning of the month you sent away some of the children that were working in your factory, did you not? A. Yes; because we were getting too much work done — we were getting too large a stock on hand.

- Q. Was it not because you found out they were too young? A. No.
- Q. How many did you send away? A. I think there were some fifteen or sixteen; I think that was the number.
- Q. Did you send away others besides those children, at that time? A. No.
- Q. Do you mean to say that you sent these fifteen or sixteen children away from your factory simply because you had no work for them? Do you mean to say you sent this small number of children away out of a total number of eleven hundred employees? A. That is the first batch. There are a good many more who will have to go away. They were taken away from one kind of work, and another kind of work will have to furnish its quota, as well as this particular kind of work on which they were engaged. Our work is very slack at the present time. This last fortnight we stopped working one whole day, and then again for half a day. Fifteen had to leave because there was no work for them to do. We were obliged to let them go on account of the amount of work done — on account of the stock we have on hand. ...

——, Tobacco-worker, of Montreal, sworn.

By MR. HELBRONNER:

- Q. In the factory where you work, are there women and children employed? A. Yes, sir.
- Q. What is the age of the youngest child working in the factory? A. To my knowledge, I have seen some that were nine and a-half years old; and even nine years. But these were sent back home last week.
- Q. Were there many of these? A. I think there were about fifty.
- Q. Do you mean to tell us that there were about fifty children sent away? A. No; but about thirty were sent away.
- Q. At what hour did these children come to the factory? At the same times as the men? A. At seven o'clock in the morning.
- Q. At what hour do they leave the factory? A. At twenty minutes to six; sometimes at a quarter to six. ...
- Q. Can you tell us the nature of the offences for which you were made to pay fines? A. I can give you a few. For instance, a child, by accident, may break a small pane of glass worth ten cents, while throwing stones, and he is charged \$1.20 for it.
- Q. Have you seen a child pay such a fine, or have you seen the foreman tell him that he would have to pay \$1.20? A. It is posted up

on a black board. The boss takes it out of the pay-list of the foreman in the department where the glass was broken, and the foreman takes it out of the wages of the employee. When a lad who is in a hurry for his work will run to the shop in order to go faster, and if he is caught running he is fined fifty cents. ...

- Q. Had the lad been warned not to run? A. It was always understood that he had no business to run.
- Q. Is there a rule posted up to that effect? A. No, sir.
- Q. Keep on telling us what fines you have seen laid on to the children? A. One of the lads may want to eat, and some of his food may fall to the ground. We take our dinner in the aisles between the tables, and if he is so unfortunate as to drop food among the tobacco, and there is no other place to eat, except on the floor, he is fined fifty cents.
- Q. Are the children allowed to eat outside, if they are so minded? A. Yes; just as they like.
- Q. And those who eat in the factory eat in the midst of their work? A. Yes; beside their work.
- Q. Have you seen other fines? A. Fines? why, it is a plaything with them.
- Q. Have you seen fines imposed for talking? A. If anyone talks during working hours, and if he is not at his work, but goes talking on another bench, he gets a fine of fifty cents, and sometimes \$1. ...

EDWARD LUSHER, Manager, Montreal Street Railway Co., called and sworn.

By MR. FREED:

- Q. How many lines of track does your Company control? A. About five, I think.
- Q. How many people have you in your employ? A. We have more in our employ at some seasons than at others. Do you mean at present?
- Q. I mean an average number? A. The average number will be about 350.
- Q. Take the drivers on cars; how many hours in a day are they required to work? A. Drivers, of course, work the same number of hours as conductors, about 12 hours a day.

Q. Is that from the time at which they start with their first car until they bring in their last car in the evening? A. No, that is the time of their actual labor. They start out say at six o'clock in the morning, they go off at nine; and they have two hours relief. Then they come on later in the day and again they get two hours more relief. They lie off four hours during the day.

Q. And they finish work at what hour at night? A. That depends altogether on the car they have. The car that comes in last to-night is thy first car out to-morrow morning.

Q. Take the man who starts at six o'clock in the morning with his car; at what hour at night will he have finished his work? A. He will have finished his work about nine o'clock.

By MR. HEAKES:

Q. Have they to be on their feet all the time? A. No; they can go home and smoke a pipe and do what they please.

By MR. FREED:

Q. Do the conductors work the same number of hours as the drivers? A. They do. ...

Q. What are the average wages of a driver? A. The same as a conductor — \$8.00 a week; and on some lines \$7.50 per week.

Q. Is there any Sunday work? A. There is.

Q. Do they work the same hours on Sunday as on other days? A. They do not.

Q. How many hours do they work on Sunday? A. They work three hours less.

Q. Is there any difference in the rates of wages paid in summer and winter? A. There was until two years ago when we made the winter wages precisely the same as the summer. The custom formerly was to reduce the wages to the winter rate immediately the sleighs had begun to run.

Q. Are the drivers permitted to sit at their work or must they stand all the time? A. In the winter time we have seats provided on the sleighs. In the summer time they stand on the cars.

Q. Of course, the conductor must stand all the time? A. He ought to do so and he generally does so.

Q. Is he required to do so by the rules of the company? A. No; but he is not allowed to sit inside of a car and there is no where else he can sit.

- Q. Are there more applicants for positions than there are positions to offer or do you find difficulty in filling vacant positions?
 A. We find on an average there are about 20 men every morning applying for positions, for which we have no positions to give. That is about a fair average throughout the year from 15 to 20 every day.
- By MR. HEAKES: ...
- Q. A man has to be sixteen hours out of bed before he can return to bed again? A. No; I don't say that. He has an hour to sleep during the day if he chooses — he has two hours relief twice a day.
- Q. You say some drivers receive \$7.50 a week; is that for seven days' work? A. Yes; I don't say some drivers but the drivers on one small line.
- Q. What wages do you pay stablemen? A. Seven dollars a week.
- Q. For seven days' work? A. Yes.
- Q. Are they required to be on duty all day Sunday? A. Yes, of course, on Sunday.
- Q. What hours do they work? A. They work rather less than the conductors and drivers. They work from ten to twelve hours. ...
- Q. How frequently do you change horses on the cars? A. Every trip.
- Q. In all weather? A. Yes.
- Q. How many trips in a day would be considered a day's work for a horse? A. It depends on the length of the trips.
- Q. Take the Notre Dame Street cars? A. You wish the number of miles a horse goes, I suppose?
- Q. How many hours a horse travels to complete a day's work?
 A. Not over four hours. ...

PATRICK J. DALTON, Longshoreman, Montreal, called and sworn.

By MR. HEAKES: ...

- ... I can only state directly and faithfully of the Allan Company. I have been directly engaged in the loading and unloading of vessels for eighteen years, ever since I was a boy of eighteen. The hours which I have worked on a consecutive stretch on Allan's, and many others have worked the same, have been thirty-five hours, that is at a stretch without a rest.
- Q. Have you ever felt very exhausted at the end of your work?
 A. I have felt very exhausted; I have not been able to drag myself home, or scarcely able.

- Q. Are you frequently called upon to work that length of time?
A. Occasionally we are twice a week, usually once a week.
- Q. After a man has worked thirty hours is he ever required to go on to work again without rest? A. You are, very often.
- Q. For what length of time would you be kept on at work after you had been working thirty hours previously? A. Very often for five hours more, that is a day and night and night and day and the next night till twelve o'clock, thirty-five hours. I have known gangs work forty hours.
- Q. Supposing a man did not wish to go because he had already been at work for thirty hours, have you ever heard any objection made? A. I have often by the foreman, which was to the effect, that if he could not come back his services were not required any longer there — if he was not man enough to come back after working thirty hours.
- Q. Do the longshoremen work in gangs? A. They do, twenty in a gang at Allan's.
- Q. How many gangs do they employ? A. They employ on an average about ten gangs.
- Q. I suppose each man gets his turn at the work? A. No; there is a preference given to gangs.
- Q. What would cause preference to be given to certain gangs?
A. I cannot make it out any more than it is in accordance with the old doctrine, there is favor on the dock and there is favor in Heaven.
- Q. Have you ever worked at grain trimming? A. I have often worked at it.
- Q. Will you tell us from your knowledge of grain trimming what effect it has on a man engaged in the work? A. It has a very injurious effect upon a man engaged in the work. After a man has been grain trimming five, six or seven hours there is a feeling akin to fever comes on, which is very depressing and injurious to the constitution, and this is more so from wearing a sponge to cover the mouth and nose while you are at work.
- Q. How frequently are you permitted to come from below docks when you are grain trimming? A. The least possible number of times the better for yourself, or you will get into trouble.
- Q. Is there any objection to your coming on deck to breath the air?
A. There is. You are supposed to stop at work.

- Q. Does the Company have special gangs for grain trimming?
A. There is no special gang for grain trimming.
- Q. You all have a chance at the work? A. Yes; some get too much of a chance, more so than other gangs.
- Q. Are the men generally desirous of getting that class of work?
A. No; they detest that work for different reasons; it is injurious to health and they do not get enough pay for it.
- Q. What wages do they receive? A. Twenty-five cents per hour day or night. ...
- Q. When men are engaged at working at a long stretch together, how do they manage to keep themselves awake? A. Very often by artificial means.
- Q. What do you mean by artificial means? A. That is by running to the tap and sprinkling water on the face and eyes, and what is more injurious, to the grog shop for liquor to keep themselves awake as a stimulant, which, I say, has a very injurious effect on the system.
- Q. Do the men frequently resort to those expedients? A. They do often; I have done it myself and I have seen others do it often on our terms. ...

JOHN F. O'ROURKE, Shoecutter, Montreal, called and sworn.

- Q. Have you worked in several factories in Montreal? A. Yes; I have worked in several factories.
- Q. What is the sanitary condition of the factories in which you have worked in this city? A. Some of them were first-class, but some of them were in the very worst condition – in fact, they were not fit to live in.

By the CHAIRMAN:

- Q. Was there a sanitary inspector at that time? A. I have worked two years here now, and I have never known one to come into a factory up to this time.

By MR. HELBRONNER: ...

- Q. Was the factory in which you worked properly heated in winter?
A. It was just about so warm that I had to wear an overcoat and mitts, and had to go home very often to get warmed up. That was about the heat there was there.
- Q. Was there a stove there? A. They had a stove, but the boss thought it would be too injurious to the health of the workmen – that too much heat was injurious.

Q. Is the work in your trade sufficiently hard that you can do it without a stove? A. It is very quiet work.

By the CHAIRMAN:

Q. So a man would not gain much by not keeping you warm? A. He would not gain much. We can go to the shop and put in our time without doing much.

By MR. HELBRONNER:

Q. Is the ventilation in summer in your factory good or bad? A. It is of the very worst kind. The ventilation we have in summer is by opening one of the lights. A young man had twelve weeks sickness on account of the draft he got — sore eyes on account of it. There is practically no ventilation in summer, but there is a great deal in winter. If we want any ventilation we have to take out one of the side lights.

Q. How do the doors open in the factory where you are employed? A. They all open on the inside.

Q. Are there any fire-escapes provided in case of fire? A. No; not in case of fire. I have never seen one.

Q. Of how many storeys does the factory building consist? A. Of three, I think.

Q. And how many stair cases are there? A. There is only one that I have seen. We all come in and go out at the same place.

Q. How many people are employed in the factory? A. I should say about 100 or 200, to the best of my judgment.

Q. In case of fire, could the persons employed in the factory, that is, in the upper stories, escape easily? A. Not very well, unless they went out of the windows; that is the only means of escape.

Q. How many hours do you work per day? A. We work ten and a half hours a day.

Q. At what hour do you finish at your factory? A. We commence at seven o'clock in the morning, and quit at twelve for dinner; we commence at a quarter to one, and work till a quarter after six, and till a quarter after three on Saturdays. The half hour we work extra during the five days, makes up for the earlier time we leave on Saturday. We work sixty hours per week.

Q. You stop work, I suppose, when the engine stops? A. Yes; according as the engine starts, or stops, we work half an hour over in the day — as the engine stops we stop.

Q. Do you do so of your own free will? A. No; we kick against it, but it is no use. The boss says that it is the time, and you have to

go by it. We do not want to create any disturbance in the shop by leaving on account of it. ...

By MR. KERWIN:

Q. Will you tell us some of the principal reasons why men are discharged from these shoe factories? A. In many cases on account of nationality and creed.

Q. Will you also tell us the ages of the youngest children that work in the houses where they are employed on the work obtained from the factories? A. To my personal knowledge, they work from the age of six years up. ... I may say that I have had to leave Montreal twice on account of being boycotted. I tried to get employment in every shop in Montreal and I could not get a job as soon as my name was known.

By MR. ARMSTRONG:

Q. On what account was that? A. Because I had been rather prominent in trade organization matters. I consider there were lots of men in trouble on account of the same thing, but the trouble is over now. The bosses have a combination here — they are bound to put an end to us if they possibly can.

Q. Is there an understanding between the employers not to engage men who belong to organized labor in the shoe trade, in the cutting department? A. Yes; I am positive of it.

Q. Do you know that for a fact? A. I am positive of it. ...

OLIVIER DAVID BENOIT, Boot & Shoe Maker, of Montreal, called and sworn.

By MR. HELBRONNER:

Q. Are you a boot and shoe maker? A. Yes, sir.

Q. Do you work by the day, or by the piece? A. By the day.

Q. Can you tell us if wages in the boot and shoe trade have increased in the past ten years? A. No; I beg your pardon. They have been lowered, instead of increased. They have been lowered by about 15 to 20 per cent in certain branches. ...

Q. There are very few boot and shoemakers to-day, who are able to make a pair of boots or shoes? A. There are in the factories very few boot and shoe men who can make a boot or shoe; they are so few, indeed, that they can hardly be found at present. In other words, the boot and shoe makers of old times and the boot and shoemakers of our time are not the same men, because the boot

and shoe men of the old times could make a shoe or boot, make the uppers, sole it, or make the pattern and put it on the last, and then finish it and put it on the foot, whereas to-day, as a general rule, all the men working in factories, especially the large factories, are able to do only one kind of work, as to set a heel or sew a sole, or set the uppers, because to-day perfected machinery has replaced hand work.

- Q. This means that to-day a perfect machine can make a boot or shoe or a series of machines can make a boot or shoe without the help of workmen and only assisted by young people? A. That is true in a great measure.
- Q. Has the introduction of machinery in the boot and shoe trade, resulted in a lowering of wages? A. Yes; and that is the reason that I came here, before this Commission to say that our wages have been lowered, and not only the wages but the work has decreased, inasmuch as to-day one machine most certainly takes the place, on an average, of five or six men.
- Q. Does machinery have, as a result, the lowering of prices in boot and shoes? A. Well, machinery brought on competition, and competition has been spread and been distributed over hand work, I think, and I am certain that, so far as the goods themselves go, if they have been lowered in price, it is the workmanship that has suffered. ...

ELIE RICARD, Shoemaker, Montreal, sworn.

By MR. HELBRONNER: ...

- Q. Have you anything to add to the evidence which he has given?
- A. I can only ratify what Mr. Benoit has been saying; and I must add that there is a considerable feeling of depression among the boot and shoe mechanics for the past few years, because the working man has been replaced by the machine. That is, if you will allow me, I do not wish to speak of all machines; but I wish to speak of a certain number of machines which come into straight opposition with our handiwork, and do not turn out a better job than what is done by the hand. Only it works faster, and that is the reason that our markets are glutted with fearful rapidity. So much so that we have competition on the market and that the dealers complain, and a great number of manufacturers complain as well. It is not only the boot and shoe trade that

suffers; but business in general, because boot and shoe makers scatter the fruit of their toil among all classes of society. This is what frightens business men, and if consumption is diminished, while production is increased we cannot arrive at a good result. With regard to wages, about where I am employed the wages are from \$8, \$9 and \$10 a week. There are men who make more and others who make less; but I think that we get the highest prices because we work by hand. ...

EMMANUEL MASSON, Boot and Shoe Foreman, of Montreal, sworn.

By MR. HELBRONNER:

Q. You have put into my hands a resolution passed at a meeting of working boot and shoe men? A. Yes, sir.

Q. That resolution contained the grievances and demands which the meeting of workingmen is desirous to lay before the Commission? A. Yes, sir.

We, the workingmen in a boot and shoe factory, after meeting and discussing the interests of the employers and the workingmen, have the honor of submitting to the Labor Commission what follows:

Whereas there is no regular system of apprenticeship in boot and shoe factories;

Whereas the apprentices, chiefly in the department of leather and pattern cutters, often leave the factory when they know only a small portion of their trade;

Whereas these apprentices, being less skillful, receive on that account less wages than the workingmen who are more capable;

Whereas, if there existed a system of apprenticeship, the employers would be better served, inasmuch as the work would be better and more economically done;

Whereas the raw material employed in the manufacture of boots and shoes for the people is abundant, and as cheap as elsewhere; and that the manufacture of that class of work is well advanced in Canada, and more than in Europe, so that the Government might possibly assist in the exportation of Canadian boots and shoes, we submit:

1 That there be an agreement in writing between the employer and the apprentice, setting forth that the employer binds

himself to teach the apprentice during the time laid down in the indenture.

2 That no child under 14 years, and that is not in good health and of sound constitution, may be admitted into a boot and shoe factory as apprentice or otherwise.

3 That every apprentice shall read and write sufficiently to keep an account of his work, and report thereon to whom it may concern.

4 That the women shall work no more than eight hours a day from 1st December to 1st April; and ten hours the balance of the year.

5 That night schools shall be opened free in the several wards of the city, chiefly for workingmen and apprentices.

6 That the factories shall be obliged to open their doors at least one half-hour before beginning of work in the morning, and at noon; and these same doors shall remain open at least one half-hour after the hour set forth for the completion of work.

7 That the Government shall give a certain amount of money to the employers, for each nationality engaged in this industry, to enable them to send agents, or to open offices in the most advantageous foreign countries, where the products of our boot and shoe factories many find a ready market.

(Signed) EMMANUEL MASSON,
Foreman...

RICHARD POWERS, Moulder, Montreal, called and sworn.

By MR. ARMSTRONG:

Q. How long have you worked at the moulding business in Montreal?

A. I have worked at the trade about seventeen years.

Q. Are you a piece hand or a day hand? A. I am a day hand at present.

Q. Have you worked on piece? A. Yes.

Q. Is piece work more exhausting than working by the day at your trade? A. Yes; it is actually nothing but slow suicide for a moulder to continue working piece work.

Q. On machinery you mean? A. The moulder continuing to work piece work on machinery is either in his grave at 45 or otherwise a broken down man.

Q. Has a piece worker to work harder than a man working by the week? A. He is supposed to do about two and a-half days' work in one day, or two days' work in one day anyway.

By MR. HEAKES:

Q. Is a man obliged to work at piece work here because he will earn less money in proportion at piece work than at day work? A. Yes. For instance, take axle boxes. A man at Clendenning's makes 16 axle boxes for \$4.00, and a man working day work, in the shop where I am, makes six for a day's work, and he receives from \$2.00 to \$2.50 a day. So I calculate that the shop working piece work pays less wages to the men according to the work that is done.

Q. Do you know whether any men in your trade have been black-listed? A. There were 75 thrown out of employment at one time because they were Union men, and on several occasions there have been one or two cases where Union men have been thrown out of work and had to walk the streets a number of days before they could procure employment.

Q. What was the cause of that labor difficulty? A. It was a strike, or, at least, it was a lockout, I may say, in Clendenning's.

Q. Did the men desire to arbitrate before resorting to a strike?

A. No; I don't think that they did at that time. Of course, every means was exhausted before they did go out on strike.

Q. Have you ever known moulders to be engaged by contract?

A. I believe that the Grand Trunk authorities engaged eleven moulders in the old country, and had contracts signed by them.

Q. Is that contract system injurious to Canadian moulders? A. Yes, it is; because a man who signs a contract I consider to be nothing but a slave, for he binds himself right over to his employer.

Q. Is the ventilation of the shops in Montreal good or bad? A. In the shop where I am, it is pretty good.

Q. What is the general condition of all the shops as regards ventilation? A. They are pretty good I think; but there are two shops in this city where the closets are in an unsanitary condition, those shops are Clendenning's and Ives'.

Q. What is the nature of the closets? A. They are just open troughs.

Q. Are those closet located near the furnace? A. Yes; they are in both cases located near the furnace where the iron is melted.

Q. I suppose that the smell is anything but agreeable during casting?

A. There is an awful smell there sometimes. ...

ARTHUR W. SHORT, of the City and District of Montreal,
Journalist, editor of *The Canadian Workman*.

By MR. HEAKES:

Q. Have you any statement that you would like to make, or any information you would desire to lay before the Commission, in the form of a statement, or do you desire to be questioned?

A. I propose to give my evidence in a short statement, and, knowing that your time is valuable, I wish to make it as brief as possible, giving a few statistics in proof of the existence of the abuses of which I complain. First, as to the question to the levying of water rates in the city. ... There can be no question that the workingman is made to pay heavily for water which he does not use, and not only that, but for water used by his richer and more fortunate fellow citizens. Even the servants of the city are compelled to admit that the water rates would be better levied on the property. One great injustice is, that the principal expense falls on the poor, under the present system. During the last 20 years, according to the report, the tenants have been paying for a large amount of water they did not use, to this extent:— for sewers, rinks, street sprinkling, and fires. They paid to the extent of \$56,800 for public fountains and parks, about \$30,000, making a total of \$86,800; and then for repairs to pipes, and the supplying of hydrants at fires, \$327,383, and then for arrears and discount on the collection, and so forth, \$887,334, making a grand total of \$1,301,517, during the last 20 years, of money which the tenants, and of course a large number, therefore, of the poorer classes of Montreal, have paid for water which they did not use in any way, that is \$55,000 a year levied for this purpose alone. Then, there is a large difference between the water rates levied upon the poorer tenants and that levied on the better classes of property. ...

To put the contrast more strikingly before you of the assessment of the property on Matthew Alley and Mr. George Washington Stephens' property: His residence, No. 845 Dorchester street, is valued at \$75,000; the houses on Matthew Alley, Nos. 355 to

341, are valued at \$500. The rent of Mr. George Washington Stephens' house, which is valued by the Assessors at \$75,000, is \$1,000, and the houses on Matthew Alley, which according to the assessment are valued at \$500 each, is \$160. According to the assessment, the water rate of Mr. George Washington Stephens' house is put down at \$85.75, and the water rate of the house on Matthew Alley at \$23. The percentage of rent paid on the Dorchester street mansion of Mr. George Washington Stephens is one and a half, and on the tenement in Matthew Alley 32. The percentage of water rate paid by the house on Dorchester street is seven and one eighth, and the percentage of water rate paid by the tenement on Matthew Alley 15 per cent. Thus you will see that Mr. George Washington Stephens, who lives in his house — a house valued at \$75,000 by the assessors, pays only a percentage of one and a-half rental, and seven eights per cent water tax, while the poor man living in a shanty valued at \$500 pays a percentage of thirty-two, and a water rate of fifteen per cent. You see the difference not only in rent assessed on the house, but also in the water rate assessed on the rent. Again you will see that if Mr. George Washington Stephens did the same as the poor man who lives in Matthew Alley, he would pay \$3,600 instead of \$85.75 for his water, and then again, if the tenent on Matthew Alley paid the same as Mr. George Washington Stephens, he would pay only 58 cents instead of \$23. ...

By MR. WALSH:

Q. I do not think the water rates were introduced for the purpose of profit, but for the benefit of the community? A. I am of the same opinion, but still the poor man pays for the rich man's water. We have too, in this city a system which has very largely to do with the question as between landlord and tenant, and the house question so far as it refers to the condition of the working classes here. The city is generally in a very unsanitary condition. It is the universal custom in this city for tenents to lease a house for one year. They cannot get any landlord to lease a house for a less period in the spring of the year. They take the house in February, as a general rule. They sign the lease in February, and go in and occupy it in the following May. So that they undertake to lease a house for twelve months, three months before taking possession of it. Then the tenant usually has to pay the lawyers expenses for

drawing up the lease. And if he wants to move can only move in May and must pick the house three months before that. Now one of the principal evils of the tenement property in this city is that working men's dwellings are very unsanitary, and a tenant in taking a house in February takes a house with back yard and everything covered up with snow, and he cannot see what the sanitary condition of the house or the surroundings are. Probably, when ready to go into the house, he finds a cesspool within three feet of the back door, and this, of course, was hid, at the time he took the house, with the snow of the winter season. Although as I have said he took the house in February, he does not go into it until the following May. Then all classes of tenants living in the neighborhood go out, and he moves into an unhealthy residence permeated by noxious vapours, and all the rest of it, and he is obliged to remain there for the next twelve months.

Q. Is not the landlord obliged to put the roof in tenantable order?

A. Well, I suppose there may be a law here the same as in England, to oblige the landlord to keep it in order, but I know some houses where it is not, but it all depends on the way the lease is drawn up. Very often a lease is signed by which the tenant does the repairing. That is usually the case, and then if, say a man is working at the Cotton Mills, say at Hochelaga, and he is thrown out of work there, and the nearest Cotton Mill where he can get work at his old occupation, be away in St. Henri several miles away; he has leased a house for twelve months, is thrown out of work, and has to travel that distance, or pay his rent and board in the other end of the city — a thing altogether out of the question. This calls for a little more business enterprise, and the building up of property. The creating of a little competition in real estate among the landlords, would make rents cheaper, and houses more acceptable and yet allow them to realize a respectable profit out of the working classes.

Q. So from your point of view the sanitary condition of the poorer class of houses is not good for the working classes? A. It is not. It is very bad, very deplorable indeed. The Montreal *Star* of November the 22nd last, describes one house that I saw myself on Eleanor Street. The report, after stating the fact that this is one of the many 'nests of contagion' in the city of Montreal, continues: 'Within a radius of 100 yards on Ottawa, McCord and

Eleanor streets or rather in yards back of these streets, there are three rows of houses, rickety, propped up facing dirty sheds and germ breeding closets, and in many of these houses sickness reigns supreme.

At the rear of 214 Ottawa Street is a yard, that in winter is comparatively scentless, but which in summer, so the lodgers around it say, reeks with the smell of offal. Eight families live in the houses in this yard, at the rate of four dollars a month for the lower parts, and a little more for the palaces above. Feeling his way to the extreme end of the yard the reporter knocked at the door of the lower tenement, and was admitted into a house consisting of two rooms, in which a family of four are accommodated. In one corner sat a child, once as rosy as an apple, but now pallid and with brilliant eyes. She was just recovering from a severe attack of diphtheria for which she had been treated at the hospital, and her voice was gone. The father himself is on the verge of illness, and the mother is worn with fatigue, for the couch upon which the sick girl had at first lain had only just been vacated by her brother, who had been rescued from typhoid fever by the assiduous care of doctor and mother.

In front of the house twelve closets are ranged, and at one side separated by a board fence, is a stable. From the occupants of this house it was learned, that there have been some fifteen cases of diphteria and typhoid fever recently in that locality. The twelve closets are used by the inmates of this row of houses, and by those of a row on McCord Street, or twelve families in all. Under the houses about fourteen loads of rubbish from cellars of grocery stores on McCord Street, consisting, so it is said, of old fish and other foul smelling matters, were recently dumped. When it rains the smell from this stuff is overpowering. The first doctor who was called in to treat the little boy, refused to do so while his parents remained in that locality, as he said it would be almost useless; the second physician was no more hopeful, but promised to do his best. Eleanor Street, despite its royal name, has on it houses by no means palatial. On entering a yard here the first series of houses seem wholesome enough, and contain no sickness, but continuing a little further a row of tumble down sheds, at least such is what the ordinary citizen would call them, greets the eye. Bricks have been taken from the walls and replaced by

wood, through the cracks in which the wind of winter must whistle cruelly, in this row there are at present two cases of typhoid fever, and three of diphtheria. Facing these houses is a series of sheds each containing a closet usually in a most filthy condition, and emitting such a stench that a peep in at the door of the shed sufficed the reporter. A call was made upon the family in which there was diphtheria. Here there were three rooms neatly furnished, but the air was full of a heavy, musty smell, as from rotting timber. In one corner of the room lay a bright looking child, which a day or two since had been almost given up by the doctor. A lad was in the same room suffering from the same malady, but so far recovered as to be up and about. Poor chap! He was used to diphtheria, having had it four times. In another room lay still another child, also on the road to recovery, and also intimate with the disease. The ceilings of the room were discoloured with the water that is said by the tenants to pour in during wet weather. Down stairs another family of about eight, were house cleaning, and here also the house was heavy with the same bad smell, added to by a perceptible dampness. The cellar door was opened, and the hole below, not three feet deep, revealed the source of the dampness. The floods had been there; it is said that is one of the first houses to be flooded when the flood comes. There is no drainage whatever. The rental of these houses is six dollars per month for the lower flats, and seven for the upper flats. Every family in this row has had a case of sickness during the past year. The health officers could find employment there.'

Towards the end of last summer I went about a good deal among the tenement property in Griffintown, and in fact, commenced a series of articles on the sanitary condition of the City. About the first one I published brought a threatened libel suit of ten thousand dollars, and under pressure I was obliged to compromise and drop the matter but the main facts of the case were not questioned, and another paper the *Star* took up the same facts. They were threatened with a libel suit, and apologised at once. This property — in fact all around Griffintown, properties are in a most unsanitary condition, the privies are four feet from the house outside the back door. They are mostly cesspools, and they stand in a row just close to the backdoors or front doors where the tenements are in the yard.

- Q. Your system of drainage appears to be very bad indeed. No wonder there is so much sickness? A. Our system of drainage is the very worst in the world. The statistics of the City Surveyor which I will refer to in a few moments, prove that, as also the report regarding these house on Eleanor Street, where there were fourteen or fifteen cases of diphtheria and typhoid fever in one immediate locality, in a very short space of time.
- Q. What part of the city is that? A. Griffintown, on Ottawa Street. It is a large yard and looks very nice to go into, and to outward appearance strikes you at first glance, as a nice neighbourhood, and pretty comfortable for the working man with small means. But when you come to look around you, and notice the smell pervading the neighbourhood, you are soon led to know of what class it is. Then there is a yard at the top of College street, where there are no sinks or drains of any kind in the houses. There are a number of houses in the yard. I counted them at the time, but I have lost my notes and cannot give them. Then there is Drake's yard — houses where the workmen live and where there are no drains in the houses, and where the people living in the upper tenements have to come out onto the galleries, and have to throw all their slops into a wooden pipe to descend or go down into the sewer. There is one drain in the middle of the yard, and a small cesspool in front of each door.
- By the CHAIRMAN:
- Q. Where is the sanitary inspector? A. We have a paid sanitary inspector, but he has not full powers, and perhaps cannot do what he would. However this system has continued up to the present time, and that is my reason for laying those facts before you, as well as to draw attention to the high rents paid by the poorer classes. Just now rents are going up by leaps and bounds. ... In the East End no houses are let to any one with children. That rule is almost universal.
- By MR. WALSH:
- Q. This is a strange part of the country, they want the world to go on, and to have no children? A. The landlords, I suppose, think children will damage the property, and expect to get those who have no children. Now, with regard to the drainage. This pamphlet that I have here, is the latest report of the City Surveyor. This is the latest return of the City Surveyor, Mr. St. George,

for 1885. I would imagine, however, that this year very little improvements will be made. I desire to call attention to one or two points, and I will be brief. On one very important street in the city, Lagauchetière Street, and I may here say that on almost all the streets, we have sewers of various descriptions and sizes, and in some instances, in places, no sewer at all. Sometimes brick abuts against wood, and that against tile drains, and they are all of different sizes, and where they abut one against the other you may easily imagine the sewer is liable to become blocked with filth. ...

Q. You describe a very bad state of affairs? A. It is a bad state of affairs, even taking this report. ...

MISS —, Dressmaker, of Montreal, sworn.

By MR. HELBRONNER:

Q. You are engaged in a millinery shop? A. Yes; as clerk.

Q. What are the hours of work that you are called upon to do?

A. In the sale room, it is from 8 o'clock in the morning until 9 o'clock in the evening, and when there is a rush, we begin at 8 o'clock in the morning to knock off — well, that depends at 10 o'clock to half-past 10; 11 o'clock to half-past 11.

Q. When you are not busy, from one end of the year to the other, you close at 9 o'clock? A. 9 o'clock generally.

Q. What are the hours of rest which you have during the day?

A. Two hours, one hour for dinner and one hour for tea.

Q. Are you allowed to sit during the day? A. Sometimes, if business allows.

Q. What are the wages generally paid the lady clerks in shops?

A. \$3, \$4 to \$5, much depending on the season.

Q. Then, they are not engaged by the year? A. If one wants to be engaged by the year, she can get an engagement for one year.

Q. Have you fixed wages or do they vary? A. That depends on the conditions that are made. If conditions are made for a certain salary by the year, that salary is got.

Q. In the shop where you work, there are dressmakers engaged?

A. Yes.

Q. Up to what hour do they work? A. From 8.30 in the morning till 6 o'clock in the evening, and in the busy season they work at night till 9 o'clock — the usual time.

- Q. Do they work later than 9 o'clock in the evening? A. Sometimes, on Saturday evenings, till 11 o'clock or 11.30.
- Q. Have you any recollection of seeing anyone work till Sunday morning? A. No.
- Q. When you are obliged to work till 10.30 or 11 o'clock at night do you receive higher wages? A. No.
- Q. When you work till 11 o'clock at night, are you obliged to return the next morning, at the same hour, 8 o'clock? A. Yes, indeed. ...

_____, of the city and district of Montreal, Journalist, sworn.
(Confidential)

I am a member of the staff of *The Montreal Daily Witness*.

By MR. HEAKES:

- Q. We understand that you desire to make a statement before the Commission, with regard to certain business carried on in this city? A. Yes. It is with regard to the Sewing Machine, Organ and Piano trade. The Sewing Machine, Organ and Piano trade in Montreal as operated upon the instalment plan is a big fraud upon the public. A Canadian Sewing Machine costs, to produce, from \$8 to \$10, \$12 and \$15. That machine is sold from \$50 to \$60, from that to \$80, and even \$85 on the instalment plan. The instalments range from \$3 to \$5 a month. A set of canvassers are first sent out in order to induce working men's wives to buy a machine. In reality, they do not buy the machine, but are induced to sign a form of lease by the terms of which, without the intervention of a lawyer, this machine can be taken back again within any period of time, if the entire amount cannot be paid. If therefore by sickness, or death in the family, a poor woman is unable to pay the instalment when due, she loses all that she has paid upon the machine. ... The same extortion is practised in the Piano and Organ trade. Canvassers are sent out to obtain the names of parties likely to take a machine. Competent men, responsible in connection with the firm, follow the canvasser and endeavour to get the machine, piano or organ placed. Very large profits, if I may use the term, are made. A machine that costs \$8 to manufacture is sold all the way up to \$70 or \$85 and an organ sells from \$50 to \$200, according to the name. They give them fancy names in order to deceive the public. A piano or organ

manufactured by an ordinary maker, can, by placing a popular name on the instrument, obtain from \$300 to \$325 for what a dealer would only ask \$125 otherwise. As I said before, the party so purchasing these machines, organs, or pianos, are induced to sign a lease by which they surrender all their previous payments, and also the machine, organ, or piano if they fail to pay out each and all of these weekly or monthly instalments. It is useless for the young seamstress, wife or mother, to plead sickness or death in the family. The agent will tell her that unless all the payments are made, the machine is forfeited. No matter how much has been paid, if she fails to pay the balance, the article is seized and taken back to the store, to have the same process repeated on somebody else, so that you see while it is very 'profitable' to one party to the transaction, it is ruinous to the other. One of the fraudulent features of this business is this: about perhaps 70 or 80 employees are engaged by various firms in this city in furtherance of this trade, if I may call it. They are attracted by an alluring advertisement promising them \$40 a week. They are sent out to canvass illegible names. They are promised a very large commission upon procuring a list of favorable names. The list is brought in in the evening; and the manager or proprietor, or some other discreet member of the firm follows next day with this list on the footsteps of the canvasser, and urges a sale to these parties; makes a sale, and enters it as a sale by the firm, who refuses to allow any commission to the employee or canvasser. Thus, these poor employees are defrauded of their commission or salary, and the utmost they can get, if anything at all (should they choose to stay) is an average of \$6 a week. Another feature of the piano trade is this one: a piano costs \$125, and is marked, say for the sake of illustration, 'The Lansdowne.' One of the tricks of the trade is to give an ordinary piano a fancy registered name. An ignorant person coming in to buy a piano is quoted \$300 for a particular grade. He wishes to have a better one, and asks if there are any better ones in the house. 'Yes,' says the manager, 'here is one for \$400,' pointing to one with a fancy registered name — whereas it is the same class of piano, the same in mechanism and every other particular, but the name. The name only has been changed, and the price. ...

ISAIAH C. RADFORD, M.D., Sanitary Inspector of the Health Department of the Corporation of the City of Montreal, sworn. ...

- Q. Have you any statistics-system of collecting statistics showing the difference in the mortality in the districts in which the poorer classes of people live to the districts in which the more wealthy classes reside? A. Yes. The lists of deaths are taken out by wards, and these wards are known here, and the difference in the social condition of the people of the wards can readily be traced. ... We have an enormous infant mortality. This arises from the excessive number of births among the French. Some people contend that those who have large families must necessarily have weakly children, as compared with those who have but few children. I do not believe it. Actual facts prove the opposite. If you take into consideration what we saw on these milk farms you would come to the conclusion that as the milk obtained from these men forms the principal daily food of thousands of little ones in the City of Montreal, it is of the highest importance that the milk should be obtained from competent and reliable men. If these farms were properly conducted it would be an immense boon to the public health. I will tell you what we found on one of the farms: During the inspection a place was visited on which eighty cows were found. The room in which the milk was cooled and stored had a disagreeable sour smell. Thirty feet from the cow stable there was a pond into which the water which had been used for washing the milk vessels, the floors of the dairy, etc., drained. This pond was black and foetid. Around three sides of the stable there was a large deposit of decomposing manure, and under the stable some three hundred loads more. The water used for washing the milk vessels, drink for the cattle, and for the occupants of the farm, was drawn from a well situated under a portion of the stable. This water, on being tested by the Government Analyst, Dr. Baker Edwards, was found to be very strongly polluted. In spite of all this, the dairyman, up to the time of the inspection, believed his premises and arrangements perfect. The milk from this farm was supplied to some of the best families in Montreal.
- Q. Have you found many such cases as that? A. We found a number to be very bad indeed, so much so that, I think, that the cases in which it could be said: 'This is properly kept,' 'This is an appropriate place,' were comparatively few, indeed. ...

LEOPOLD LALIEU, Pressman, of Montreal, sworn.

By MR. HELBRONNER:

Q. How long have you been in the country? A. A month.

Q. What country do you come from? A. From Belgium.

Q. You came here through the influence of an emigration agent?

A. Yes, sir.

Q. Have you any papers with you? A. Yes, sir.

Q. Have these letters the heading of the Emigration Office of the Government of Canada? A. Yes, sir.

GOVERNMENT OF CANADA EMIGRATION

General Agency

THUIN, 27-2, 1888

To MR. LALIEU,

Be good enough to assure your mother, Mrs. Lalieu, that she may be perfectly at ease concerning your future career in Montreal; I have already written on your behalf and recommended you very highly.

There are only daily newspapers in Montreal. If Madame Lalieu would wish to make my acquaintance, I would be happy to meet her on Thursday at Gilly.

I remain yours very cordially,

P. WATELET

Q. When you received that letter, you believed that the gentleman had written to you under the authority of the Canadian Government? A. Naturally.

Q. You had other letters than that, guaranteeing you a salary of how much? A. Fifteen francs — \$3 per day at least.

Q. What have you done with those letters? A. I gave them to Mr. Redmond, bookseller, on Chaboillez Square. He asked me for them.

Q. Can you tell us if these prices are posted up in any public place in Belgium? A. There are posters set up, in which it is stated that working people are paid quite dear in all the trades. There is also a poster at my place, which I could bring to you, if you wish.

Q. How many of you came here the last time that you arrived?

A. We were twenty to twenty-eight.

- Q. Are there any who went to Winnipeg? A. Yes; there are several of the number who went to Winnipeg.
- Q. What was their business? A. They were working on the flattening of metals.
- Q. How much were they promised; do you know? A. Always, without exception, 25 francs, at least, seeing that they earned at home, at least, \$2.50.
- Q. They did not find flattening mills at Winnipeg? A. There are none at all.
- Q. How much did you pay to come out? A. 140 francs. ...
- By the CHAIRMAN:
- Q. Have you learned that the individual who wrote you was not the agent of the Canadian Government? A. Yes; we learned it here.
- By MR. HELBRONNER:
- Q. He came with you? A. He came with us to the station, and he went to Winnipeg to take the others on. He again returned here, and remained six or seven days, and then he went away to our country.
- Q. When he returned, what did he say? A. I went to look for him, and I made my demands. He said he would look after them. I said to him, 'These are not the promises which you made me.' But he did not answer me. ...

JOHN T. REDMOND, Montreal, Bookseller, sworn.

By MR. HEAKES:

- Q. How many years have you been in the book selling business?
A. Nine or ten years.
- Q. What kind of literature is most sought after by the labouring classes? A. Since the reduction in the price of literature I find there is an increased demand for standard works, that is, since the introduction of cheap libraries.
- Q. Are the books standard novels like those of Thackeray, Dickens, and Sir Walter Scott? A. Yes; and other standard novels of the day.
- Q. Are they cheaper now than they were years ago? A. Oh yes, much cheaper. Editions of most of the standard works.
- Q. How do you account for the higher standard literature being sought for by the masses? A. It is more within the range of their abilities to purchase.

- Q. I should judge, that from your experience, if they had a shortening of hours of labour they would devote their spare time to the cultivation of their minds by reading? A. Yes; I find it so.
- Q. Do you find any mechanics in the City purchase books on mechanics or mechanism for the purpose of educating themselves in that portion of their particular trade that might be looked upon as scientific? A. I do; but I know there would be a greater demand for mechanical literature if it was not for the duty. There is a duty on books of all kinds which is a great drawback — which is a hindrance to the parties who would otherwise purchase. There are no publications in Canada to speak of on the Mechanical Arts. Books on the Mechanical Arts are not published in Canada and they have all to be imported. ...

By MR. HELBRONNER:

- Q. You have been for the last few years a master workman of the Montreal district of the Knights of Labour? A. I was, for a portion of them.
- Q. The Commission was informed in Hamilton, Ontario, that the Knights of Labour of Montreal had received aid from the Knights of Labor in the United States, to make strikes. Is that the case? A. Not at all. There has never been any money forwarded to the Province of Quebec to support men in strikes.
- Q. If that had been the case, would you be in a position to know it? A. Certainly. I am a member of the Order; and have been since it was first instituted in Montreal. ...

By MR. HEAKES:

- Q. In the settlement of labor difficulties, do you believe in the principal of arbitration? A. Certainly.
- Q. On all occasions? A. Yes; on all occasions.
- Q. Do you think that principal is growing among the working classes that are organized in Canada? A. Yes. My knowledge of the working classes is that they are always willing to accept what is fair. They are always willing to submit to arbitration.

By MR. HELBRONNER:

- Q. Can you state what has been the influence of your Association — the Knights of Labour — on its members with regard to the temperance question — at least what are its own principles? A. It has been beneficial. It is an association that strongly favours temperance.

By MR. ARMSTRONG:

Q. Do you find, in your experience in Montreal, a diminution in the number of persons using intoxicating liquors — is there a falling off in drinking among the working classes? A. Among the organized working classes, I am certain there is. ...

——, Machinist, of Montreal, sworn.

By MR. HELBRONNER:

Q. You are employed at the Hochelaga Cotton Factory? A. Yes, sir.

Q. At what mills? A. At the Hudon Factory, at the great Hochelaga mill.

Q. Do you know how many hands are engaged in that mill? A. There are about eleven hundred hands.

Q. To the best of your knowledge how many men are there?
A. About 400 or 500.

Q. How many women are there? A. 500 or 600, I should say.

Q. Do you know how many women and girls above fifteen years of age are at work in that factory? A. There are about 500.

Q. How many children are there? A. There are a couple of hundreds of children.

Q. So far as you know, how old is the youngest of these children?
A. There are children of ten years old working there; perhaps some even younger; but I know of several ten years old.

Q. Of those whom you know to be ten years old, have they worked a long time in the factory? A. They have been working a couple of years. ↵

Q. What are the average wages of these children? A. Twenty-five or thirty cents a day.

Q. What are the average wages of the girls? A. The girls can earn about 75 cents to 80 cents a day.

Q. Do they work by the piece? A. There are some who work by the day, but the majority do piece work. In any department, which is the department of weaving, women there all work by the piece. ...

Q. What are the average wages of the men? A. From eighty cents to one dollar a day. There are several who make much less and there are men having families who earn sixty cents a day.

Q. Are there times when you work longer than others? A. Yes; often we are pressed with work and we are obliged to work extra.

Q. What are the working hours? A. For a couple of months work we have been working ten hours a day — sixty hours a week.

Q. Which is the longest day of work that you have had?

A. Thirteen hours.

Q. Do the children work as long as the men stay in the factory?

A. The same thing. When some work all work. If any one dares not want to work, the next morning he is fined.

By MR. KERWIN:

Q. Is it true that the children work in the factory barefoot?

A. Yes; several do.

Q. At the present time? A. Yes, sir.

Q. Is it true that the agent of this factory goes into the Saguenay district and brings back whole families to work in that factory?

A. Yes; I know that they go down to the Saguenay to engage hands.

Q. Are there many of these people brought from down there?

A. Yes; the great part of the employees of the factory down below are people brought from the Saguenay.

Q. Are you aware whether it is true or not that the majority of these Saguenay people do not know what a bank note is of the denomination of one dollar, and that they do not know the difference between the notes of the several banks? A. I know that there are some of that sort, but I could not give the names of the parties.

Q. Do you know whether the pledges given these people have always been redeemed? A. They have not been redeemed. ...

Q. Those people who came from the Saguenay on the strength of the promises made them, when they learnt from the other employees that they did not receive the amount of wages pledged to them, did they demand an increase? A. Yes; they demanded it.

By MR. WALSH:

Q. Did they get this increase? A. To my knowledge they did not get it. They were told that the company could not do any better.

By MR. KERWIN:

Q. What was the result when they demanded an increase of wages? What did the company do? A. They said that they could not do any better; that it is was all they could afford to pay, and all that they would.

- Q. Do you know whether any of the children employed in this factory were ever beaten? A. I have heard that spoken of, but the children are not in my department; they are upstairs. I have heard it said, but I never saw any of them beaten.
- Q. Do you know what fine a lad undergoes who leaves any filth on the floor? A. Now, that is in my department. I myself am obliged to impose on them a fine by the orders of the foreman. If a weaver woman drops a tube on the floor she is fined twenty-five cents.
- Q. If the girls who are employed in the establishment make use of certain pieces of paper to curl their hair, are they fined for it? A. Yes. Here is one of these pieces of paper, and if a girl uses it to curl her hair, she incurs a fine of 25 cents. This paper is worth nothing, but the fine is imposed to prevent them using that paper. ...
- Q. Supposing a party should use this paper a second time, after having paid the fine a first time, what will be done to her? A. Generally, she would be discharged.

By MR. HELBRONNER:

- Q. Are fines imposed for other offences? A. Yes; a fine is imposed on a party for making too much waste. A weaver woman who makes too much of this waste gets a fine of 25 cents. It is true that weaver women can make a great deal of waste, but often it is no fault of theirs. Often they do bad work because the tubes they receive from upstairs are bad. ... The foreman told me, the day before yesterday, that the fines of a single floor — that of the weaving room — amount to at least \$50 a month, for several reasons, such as those I have just stated.

The witness lays on the table four envelopes, which read as follows:

The first — 'Salary of \$12.60 — fine \$1, for a girl.'

The second — 'Salary, \$12.55 — fine 75 cents.'

The third — 'Salary, \$10.30 — fine, 25 cents.'

The fourth — 'Salary, \$6.30 — fine, 40 cents.'

These four envelopes contained the salaries of four girls.

- Q. Is that \$6.30 for fifteen days? A. Yes, sir. Envelopes of this nature I can show you by the hundreds, if you wish them, inasmuch as all the hands have these same envelopes, and there is

hardly any hands in the factory who has not some such fine to pay, about the same as these. ...

By MR. HEAKES:

Q. When children work 13 hours a day, what time is given them for supper? A. They do not get any, they work all the time from a quarter to one in the afternoon until nine o'clock at night. Sometimes we are allowed a half hour to get some supper; but generally speaking we work the whole time. On some occasions notice is given in the forenoon that work will be continued till night and then we fetch our supper.

By MR. HELBRONNER:

Q. Are the doors of the factory closed to prevent the hands from going out? A. Yes; and the foremen station themselves at each door to prevent any one from passing. ...

By MR. McLEAN:

Q. Are the doors closed with lock and key after you go into work? A. Yes. After we have passed the yard gate it is locked up; but the door of the establishment is not locked.

Q. Who keeps the keys of these doors? A. The guardian.

Q. Are there several keys? A. That's more than I can tell you; but I think that the manager has a key of his own, as he often goes out.

Q. Is the guardian always on the premises to throw open the doors in the event of fire? A. Yes. He is always about somewhere. In the office or some other place. All that he has to do is to keep watch, although he has some work beside.

Q. Have any accidents been caused to your knowledge by the machinery in that factory? A. In our factory there have been persons who were hurt, but no serious accidents.

By MR. KERWIN:

Q. Is there anything which protects the children when they are around the machines? A. No; there's nothing. Each one has his work to do and if he does not protect himself, so much the worse for him. ...

By MR. FREED:

Q. Can these children wear their shoes if they wish? A. Yes; they have full right to wear them, but generally they do not wear them, because they have none; many of these children have none at all, and if they have them, have only one pair, and they take care of them. ...

By MR. HEAKES:

Q. Can you give us an idea of the number of these children who know how to read and write? A. There is not a quarter of them.

By MR. HELBRONNER:

Q. Do you know whether the families who have been brought up from the Saguenay to Montreal, have taken the places of the families who formerly worked in the factory? A. Yes.

Q. Do you know of any of the families who have thus been dismissed from the factory and replaced by others from the Saguenay, have emigrated to the United States? A. Yes.

Q. Then in your opinion, the fact of bringing families from the Saguenay to Montreal, has had the effect of driving others away to the United States? A. Yes. ...

Q. When a worker enters the Hochelaga Factory, he or she is made to sign an engagement? Is not such the case? A. Yes.

By MR. HEAKES:

Q. Can you give us the nature of such engagement as you speak of? A. I have one here and I produce it.

THE HOCHELAGA COTTON MANUFACTURING CO. (Ltd.)

TERMS OF ENGAGEMENT

All employees intending to leave the service of the Company, shall be held to give two weeks notice of such intention to their Overseers, and upon failure to comply with this stipulation, shall forfeit to the Company, the amount of two weeks wages, which shall be deducted from whatever amount may then remain unpaid in the hands of the Company.

The Company may at any time, without notice, discharge any employee for incompetence, unfaithfulness, immoral or improper conduct, or for any wilful damage done the property of the Company.

The employees shall work on all holidays, except on Christmas and New Year's, or any other day that the Company may see fit to grant.

A copy of the above Regulations shall be given each employee at the time of registration.

By MR. HELBRONNER:

Q. When you sign the engagement do they make you read it or do they read it to you? A. They give us a paper like that and we sign it.

- Q. According to this regulation you are obliged to work on holidays. Is it not so? A. Yes. But it has only been for the last three or four months; we have had new rules for the last three or four months.
- Q. During three months have you worked on holidays? A. Yes.
- Q. Do you know whether or not the majority of the work people employed in the cotton factory is opposed to working on holidays? A. To my opinion I quite think that the majority at the present time does not wish to work on holidays, but we are obliged to do so or lose our places. There have been two or three girls to my knowledge, in my own department, who have been discharged for not having come on holy days.
- Q. Then a workman or workwoman who would not come to work on the day of a *fête d'obligation* would be dismissed from the mill? A. Yes; certainly.
- Q. In that case do they keep from them fifteen days salary? A. All the wages that may be due at the time an employee is dismissed are retained. That is said upon the envelopes.
- Q. There is no mistake here is there? A workman who will not work on *fête d'obligation* is dismissed and fifteen days salary, or what happens to be due, is confiscated by the company? A. Yes.

By MR. HEAKES:

- Q. If the employé consented to go to work the day following the *fête* do they confiscate his wages? A. Generally they do not want them any more. Sometimes they will take them back again seven or eight days after, but generally they give them no more work. Thus one stays away on a holy day, and the next day if one goes back there they tell us 'we don't want you any more.'

By MR. ARMSTRONG:

- Q. Do you know that according to the contract which you have submitted to the Commission you have no right to absent yourself from work any day in the year, even on Sunday? A. There are two days in the year when one does not work, Christmas and New Year's Day.

By the CHAIRMAN:

- Q. Do you know that by law you are not obliged to work on Sunday? A. Yes; we know that however, to my knowledge they have never worked on Sunday.
- Q. Is it to your knowledge that work has actually been done on Sunday in the factory? A. Yes; work is done in the factory on Sunday. ...

By MR. HELBRONNER: ...

Q. Was there not a difficulty between the directors of the mill and the workmen when they imposed on them work on holy days?

A. Yes; there was a slight difficulty, there were different opinions. Some were willing and others were not willing. Such was the difficulty that occurred; but I do not think that it was very serious. What decided us to work on holy days was, that we formerly were only paid the first Saturday of the month, and they said to us that if we were willing to work on festivals they would pay us every fifteen days. Before that we worked sixty-six hours a week, and now we work sixty hours. We work eleven hours a day, but on Saturdays we finish at noon, and that makes sixty hours per week. ...

GILBERT GERAND, Foreman, of Montreal, sworn.

By MR. HELBRONNER: ...

Q. Have you anything to contradict in his testimony? A. No; only that he was employed in a department where there were only grown persons, while I was foreman where there were children.

Q. What is the youngest child, to your knowledge, that you have had under your orders? A. Under my orders, I have had them of eight years.

Q. How long is that since? A. It is four years.

Q. Did the children of eight years come at the same hours as the men, and did they leave the Factory at the same hours? A. Yes, sir. ...

Q. Were these children sometimes illtreated? A. They were not illtreated by me, but I have seen them illtreated.

Q. What was the sort of illtreatment to which they were made to submit? A. I saw a foreman go up to a child — a young boy — who was in front of me, and give him a kick in the rear. I then took a stick and knocked that foreman down.

Q. What was the age of that child? A. The child could have scarcely been ten years old. ...

Q. Was the foreman obliged to leave the Factory because he had beaten that child? A. He was obliged to leave, I think, on my account. I placed myself against the door, and I saw him illtreat children, and I would not allow him to touch them.

- Q. Have you seen other children illtreated? A. Yes; that is to say, I did not see it, but my child, last year, was himself illtreated.
- Q. What was done to him? A. My child came to me, at noon, and said to me, 'Papa, they have given me kicks in the rear.' Then I went out and saw the foreman. I met him at his gate, which is right opposite the station, and I said to him: 'If you beat my boy again I will knock you down.'
- Q. You do not believe that the foreman has the right to correct the children? A. No, sir.
- Q. Do you impose fines on these children? A. Yes, sir. ... I have seen as much as two dollars and a-half of fines imposed during a month.
- Q. Upon wages of how much? A. Twenty-five to thirty cents a day. I have seen more than that. I have seen girls who worked for me; for I had girls and young children at the same time, and I had men also. I have seen young girls fined as much as a dollar in one day.
- Q. What was about their salary per day? A. Forty to fifty cents per day.
- Q. Do you know whether the managers of this mill approved of the illtreatment of children? A. I am going to tell you how that was: I saw the former manager of the mill come to me and treat me like a dog. I said to him 'I am not a son of a bitch; my mother has been dead a long time — '
- Q. That is not a reply to my question. I asked you if the superintendent of the mill approved or had authorized the ill-treatment of these children? A. I cannot tell you whether or not he approved the ill-treatment of these children, but since he wished to strike me, he would approve of this ill-treatment. ...

ANDREW F. GAULT, President of the Hochelaga Cotton Manufacturing Company, called and sworn.

By the CHAIRMAN: ...

- Q. Have you taken any active interest in the working of the Hochelaga Mill, or have you left that to the manager — I mean the interior working? A. In the interior working of the mill I have taken I may say no interest whatever — that is no active interest. ...

- Q. Now when your attention has been drawn to the employment of children in the factories will you inform the Commission if you think that boys under 12 and girls under 14 years of age should be so employed? A. I think it would be better if they were not.
- Q. Would you object to a law which would require that boys under 12 and girls under 14 should not be employed more than half their time and be compelled to go to school in the morning or afternoon as the case might be? A. It would, of course, be a very serious change to the mill to have that law put in force, because it would necessitate having two sets of help, and they would be difficult to get. So far as I am personally concerned I would object to nothing that would improve the condition of the working classes. ...
- Q. Do you think the levying of fines should be strictly enquired into by the directors, in the interest of the employees of the factory? A. I don't think it would improve things very much. I think that is a matter of detail for the superintendents to attend to. It is a matter that the superintendents in every factory look after. I don't think the directors should make it their business to enquire into those things.
- Q. Do you not think that the operatives under your charge have a right to appeal to you if they consider they have been ill-treated by one of your servants? A. Of course, they have a right if they wish to do so.
- Q. But, if it is merely a formal right, what would be the use of it; would you under certain circumstances attend to their complaints? A. I have in one case listened to their complaints, and urged that what they asked should be granted. This is the only time I have ever been appealed to.
- Q. Was it attended to? A. Yes; I believe the matter was settled satisfactorily to the operatives.
- Q. Have you during your visits to the factory noticed any act of immorality or heard any complaints from any one on that score? A. No, never. I have always found the help in the mill to look respectable. I have gone through many mills and I have never seen any mill where the help looks more respectable than in the Hochelaga cotton mill — that is, so far as I could see by going through the mill.

- Q. There was nothing in the personal inspection of the mill you have made to lead you to think there was anything wrong going on?
- A. Nothing whatever. I have heard the late manager say frequently that he considered the help as good a class of help as any on the continent, in the matter of morality especially. He spoke of the help in the very highest way he could. ...
- Q. Have you ever heard of any case of the ill-treatment and abuse of girls in the factory? A. Nothing was ever brought before my notice.
- Q. If such did take place in the factory what would be the action of the directors; for instance: if boys or girls were beaten by the foreman? A. If it was brought before our notice we would, in all probability, have it investigated.
- Q. And none of those cases have been reported to the directors? A. No.
- Q. There can be a great deal going on inside of the walls of the factory, I suppose, without the directors ever hearing of it? A. Oh, yes.
- Q. So far as the directors are concerned they are desirous of carrying on the business in a straightforward way, and making the operatives as comfortable as possible? A. We have always had that in view.

By MR. FREED:

- Q. Have any orders been given by yourself as President, or by the Board of Directors to the Manager or Superintendent of either of the mills regarding the age of children employed in those mills? A. I think not, it has never come before us.
- Q. Did you say in an interview with a representative of a Montreal paper, that in your opinion the children were working too long hours? A. I said it was a pity that they were obliged to work so long.
- Q. Is it not possible to work shorter hours? A. It is just as I have already stated that we would require two sets of hands, and it would be difficult to get them. Of course, it is possible to do away with children altogether, and do the work by grown-up people, and when we got accustomed to it we might perhaps do the work as well. It has, however, been the custom to employ young help in cotton mills. The work is very light and there is not

much labor about it, and probably they are sometimes just as well in the mills as they would be about the streets.

- Q. Does it follow that if they were not in the mills they would be playing about the streets? A. The chances are they would be. ...
- Q. Is it not fair to presume that they would be attending school and not playing around the streets? A. That class of children do not seem to go to any school; I don't know why it is. ...

By MR. McLEAN:

- Q. Do you know that young employees, who work in your factory, have been supposed to sign the rules without knowing what they were signing? A. It is very little use making them sign them. I don't know whether it has occurred that young hands have signed them. I don't understand how they can do so, because a great many of them cannot write.
- Q. Do you not think those rules should be read to the children, and to all the employees, before signing them? A. I think it would be only proper. ...

By MR. ARMSTRONG:

- Q. From your experience have not low wages a tendency to impoverish and demoralize? A. I don't think they get low wages; I think the wages in Cotton factories are higher than in some other departments of business.
- Q. Are there any women of 15 or 17 years earning \$3.00 or \$3.50 a week? A. There may be, but a good hand will earn \$7 or \$8; that is something to work up to.
- Q. When a young woman pays for board, say \$3.00 she has not much left? A. I don't think they pay more than \$2.00 or \$2.50 down there.
- Q. When she has paid for respectable board she must have a very small amount left for clothing and other expenses? A. The rule is that they are not alone but living with their parents. They are not often girls who are alone who go to work there. They come there with their families and live with their parents generally.
- Q. Are employees generally sought for who live with their families? A. We would prefer them.
- Q. Is that looked at when young women are engaged for the mill? A. We look upon it as an advantage where there are families, and in order to carry out that idea we have built 50 or 60 cottages so as to give the employees of the mill nice comfortable homes.

By the CHAIRMAN:

Q. You believe most of the girls live with their parents? A. A great many of them do. I think the young girls who go to the mills as learners would probably all live with their parents. I don't think a girl earning \$3.50 per week would undertake the work otherwise.

DAVID MORRICE, Montreal, called and sworn.

By the CHAIRMAN:

Q. You are one of the directors of the Hochelaga Cotton Company, I believe? A. Yes, and selling Agent as well. ...

Q. Can you tell us why your rules compel employees of the Cotton Mill to work on legal holidays? A. No, I think it is customary. I don't know of any other Mill in the city that shuts down on the holidays unless, it may be, on Christmas or New Year's day.

Q. Taking into consideration the long hours the people are employed, is not it a hardship to deprive them of the holidays?

A. I think not. The hands work ten hours a day and although the hours are somewhat long the labor is not severe.

Q. You think that two holidays in the year are sufficient for working people? A. That is another question. They have the Saturday afternoon — the mill closes at one o'clock on Saturday. I work a great deal longer myself, I can assure you.

R.W. EATON, Manager of the Merchants' Cotton Manufacturing Company, called and sworn. ...

By MR. ARMSTRONG:

Q. Are those young girls, who go to the mill, fairly educated, can they read and write? A. I am sorry to say, I don't think a great many of them can do so.

Q. Are they afforded an opportunity to improve their education between the hours of commencing work, and the stopping of the mill? A. Very little, I think.

Q. I suppose you never consider that kind of thing? A. The Company considers it with a great deal of care. I am sorry to say it. Of course, when there is a difference of language, it interferes a little with the work. In our case, and I presume it is the case with other Companies, the Company would be very glad if a Factory Act were carried out, and arrangements made under it, by which the

children would become better educated. You can understand, in regard to small help, that it is as one of the overseers said to me: 'I have more trouble to keep the small help out of my room, than I have to keep them in it.' A man will be working at the mill, and his daughter working there also, and he may have a small child, whom he desires to have there, for instance, in the spooling room. Often you don't want to take the child, but if you do not, he and his daughter will go out, and they will go to some mill where the whole three will be employed. A law which would render it impossible for such a child to obtain employment at any mill would be advisable.

- Q. You would be in favor of such a law? A. Yes; because it would be for the good of all concerned. It would make your cotton cloth come higher to the public, but, of course, they would not care for that. I would sooner pay double the price, and I believe the majority of the millmen are of the same way of thinking; only it is not easy for me to try and live up to an imaginary law, without some other mill doing it, for, of course, it places our stock at a disadvantage.
- Q. When the cotton mills all combine, for the purpose of keeping up prices, could they not consider the question of mill management in regard to employees? A. They could.
- Q. Could they not make arrangements on a proper basis? A. When the mills combined, it was not so much to keep up prices, because our prices are practically no higher than they are for a similar cloth in the United States to-day; but the combination was really to keep the mills, as you might say, from cutting each other's throats. Over two years ago, cloth was made and sold at a loss to the mills, probably to the extent of two or three cents per pound. Cotton was converted into cloth at a loss, certainly that was the case in the grade cloths. That occurred about the time I came here. The combination never forced prices higher than the prices for similar goods in the United States. ...
- Q. What opportunity has a young woman, when she is working at the Mill, to improve her mind? A. I don't think she has any more opportunity than if she were working in a store, or around the house.

By the CHAIRMAN:

- Q. You leave the question of instruction to the father and mother?

A. I am not a school teacher. I say that if there is anything which

the law can correct, enact such a law; but when it is enacted, see that every mill carries it out. Another point is, that it should be a Dominion Act, so that it should not apply to a particular part of the country, such as St. John, New Brunswick. ...

By MR. KERWIN:

Q. Do you not think that Cotton Companies paying 23 per cent dividend could afford to be more liberal towards their operatives? A. I think I will not say anything about that question, if you will pardon me. You understand that where high fines are imposed there will be high wages given to provide for them — I make that reservation in this matter. I say where there are high fines there naturally goes along with them rather high wages, so that the average result will be practically the same. I say this, that if a factory all the year through, and especially in the summer when there is a scarcity of labor, is able to obtain plenty of labor it is proof that the hands are fairly treated. It would be to me a sign of hands being well treated without my knowing anything about the circumstances of the mill. ...

By MR. ARMSTRONG:

Q. Do you not think it is very difficult for a young woman earning \$3.50 a week, to have to pay \$3.00 for board; how much would she have to clothe herself? A. I doubt if there is anyone who does that.

Q. Do you make a special point in selecting hands, of taking those who belong to families? A. Yes; we make a special point of it.

Q. Do you not engage those who have no families? A. We make a special point of engaging those who have families. Sometimes help comes in, in the expectation that they are going to work up, and in a little while earn more money.

By the CHAIRMAN:

Q. Do you think they are better earning \$3.00 a week, than going about doing nothing — they have to live I suppose? A. I would say, that when girls come to the mill their mothers often come with them, and beg the chance of getting them on to work. For instance, there was a mother brought a girl the other day. I said she was small. The mother replied: 'I went into the mill about that age.' I told her the terms on which we took hands, and that at first she would get very little pay. She replied that she understood that, and she knew where she was going to start. She told

me the particulars of her own case, and how she had worked up until she was able to make good pay.

By MR. McLEAN:

Q. Would not young women and girls be better off if they went into domestic service, rather than into a cotton mill? A. I told you that I don't know what to think in regard to domestic service. I have only been here two years, and there have been four months that I have not been able to get a girl for the house, and I have asked lots of the hands in the mill to go as servants in my house, but I could not get one to leave.

By the CHAIRMAN:

Q. What wages did you offer them? A. I pay the girl for my house \$13.00 a month, and her board — the same board as I get.

Q. And a girl would not leave the mill for that? A. As I say at our house; we have been for four months without a girl out of the two years, and I have been very anxious to get help.

Q. And you could not get a girl to go into your house as a servant? A. I could not get one. You understand that in regard to hands working in the mill, they have to work hard to earn high wages, but the wages depends very much on their own ability. ...

By MR. McLEAN:

Q. Do you think the girls would be better off in service than in the cotton mill? A. Yes; I think so. They would have a better chance to get married, and they would make better wives afterwards, a great deal better.

QUEBEC CITY

WILLIAM BOULÉ, of Quebec, Tanner, sworn.

By the CHAIRMAN:

Q. What have to state to this Commission? A. I find it very queer that a boss comes and hires us for a year, and then in winter, in the time of greatest misery, turns us off, and moreover, takes fifty cents from us without warning. They make us work, and take fifty cents at a time from us.

Q. But this Commission can do nothing for you? A. I want to speak of the misery they cause us.

By MR. BOIVIN:

- Q. In what condition are the tanneries in general? A. They are all so-so. It is work they give us to do, and then they tax us.
- Q. I wish to know if the tannery is comfortable to work in, or if it is in a condition such as to injure the health of the workmen? A. It is more likely to hurt us than to help us recover. There is no stove, only a small stovepipe. When we go in there, it is like an ice house, and when we come out at night, it is the same. ...
- Q. What are the wages you generally get, as a tanner? A. The highest is five dollars, and when we have the misfortune to ask for five dollars and a half, they nearly put us out doors; they find it is too much. That is in winter. In the autumn, when they are willing to take us, they offer us three dollars and a half, but in the spring they are obliged to give us four dollars and a half, and five dollars.
- Q. What are your hours of work? A. Ten hours' work. Sometimes we are obliged to dissolve the bark, and we work ten minutes, or an hour more, and they do not pay us for that; they say that is their gain.
- Q. Do you know any tannery where dirt or lack of comfort can really hurt the workman, or the uncleanness affect the neighbors? A. I know of shops where they are obliged to air them, because first, when the skins are turned, it is a thing people complain of; the odour is too overpowering. Only those that work there can endure it, and even they are often unable to take their supper; they are too sick.
- Q. If I understand rightly, these smells are caused by certain compounds you are obliged to use in your trade? A. Yes, sir.
- Q. But do you know of tanneries where the uncleanness could be prevented, where there is a want of air? A. Yes, sir. I could give you the names, if you wished.
- Q. Do you know of any tannery where there is want of ventilation, and it is not kept clean? A. Yes, sir.

By MR. HELBRONNER:

- Q. Do you know of any tanneries where the skins are worked with the feet? A. Yes, sir.
- Q. Is it fatiguing work? A. Ah, it would take, so to say, a steam engine to work it. We commence at seven o'clock in the morning to dance, and see nothing but a poor little body for the rest of the day, naked, and always jumping from morning until night,

and it is only with the heat of the feet that the skins can be softened.

Q. You are obliged to dance all day? A. All day, from seven o'clock in the morning until seven o'clock at night.

Q. You have an hour's rest at noon? A. Yes, sir.

Q. The skins are in a puncheon? A. No, sir; nothing but a sort of sawdust and the heat of the feet.

Q. But the skins, are they in a puncheon? A. They are in a puncheon, and we dance on them.

Q. What sort of skins are worked in this way? A. Sealskins, muskrat, bearskins, otter, and other skins.

Q. Is that work done from one end of the year to the other?
A. Yes, sir.

Q. Are children employed at this work? A. They are men, because children could not do it. These puncheons come up to our arm-pits nearly. We can only hold on by our hands. A grown person cannot endure it long; it causes a hard skin on the heels of the feet almost like the horn of animals.

Q. Do you know tanneries where women were employed?
A. No, sir. ...

RICHARD R. LEAHEY, Quebec, Ship Laborer, sworn.

By MR. KERWIN:

Q. You are President of Number One Section of the Quebec Ship Laborers' Benevolent Society? A. Yes.

Q. Please tell us about how many men belong to that Society, not in the city of Quebec only, but also in the outskirts? How many at present are members of the Society? A. About two thousand. The society is divided into five sections.

Q. Please tell us what these sections are? A. There are five sections — one in the city of Quebec; one at St. Romuald; one at Point Levis; one at Indian Cove; and one at St. Roch.

Q. In each of these sections, they have got their own officers?
A. Yes.

Q. Will you please tell the Commission some of the benefits derived by the members of this society from the society? A. When a member is hurt or disabled, he receives the sum of six dollars a week for thirteen weeks; and after that it is optional with the society to give him a further grant. If he is seriously hurt, as a

rule, he receives a grant. We also bury the dead, and such funeral costs — between funeral expenses and an allowance of twenty dollars to the widow — between fifty and fifty-five dollars. This twenty dollars is paid to the widow or the relatives of the deceased after the funeral — after all expenses are paid.

By MR. FREED: ...

Q. At the end of the shipping season in days gone by, was it invariably the rule to give away a certain amount of the funds to deserving members? A. Oh, yes; we used to have lots of petitions sent in. These were considered, and where the applicants were deserving — which was in the great majority of the cases — we gave them twenty dollars apiece. Some could not find employment, and were in great distress, so we did the best we could with the amount at our disposal. We gave them twenty dollars apiece — the deserving ones. If they were not deserving, we would not give it to them.

By MR. WALSH:

Q. Your society has no reference to anything else. It is a mere benefit society? A. No, sir; it is nothing more than a society for the protection of the labouring classes.

Q. What are the rates of wages named by the society? A. Three and four dollars a day according to the different grades of work.

Q. Please explain the difference — who receives the four dollars?

A. The molders and swingers as they are called. The swingers bring the timber from the raft to the port of the ship and the molders stow the timber in the hold, and they receive four dollars a day; their work is very dangerous work; I might say they have to 'walk on the water.' The winchers receive three dollars a day, and the boys for looking on the timber receive two dollars a day. ...

By MR. ARMSTRONG:

Q. There is an impression gone over the country that members of the Quebec Ship Laborers' Society do not work were steam is used, and that they are unable to compete with steam? A. Yes.

Q. Please explain why steam is not used, and in what cases?

A. Steam is not used in the Port of Quebec on account of the danger of the work in stowing timber in the hold of a ship and the men distinctly refused to work, it was too dangerous. It

endangered the lives of the men so they objected to allow timber to be put into the hold by steam.

By MR. WALSH:

Q. That is, its too dangerous to haul it in by steam? A. Yes; with the exception of that, steam is used for everything else. In all other cargoes they can use steam — on everything with the exception of timber.

Q. You think it is not safe to take timber in by steam, you think putting it in by hand is more regular? A. Yes; it is safer. ...

By MR. ARMSTRONG:

Q. Is stowing away timber severe work? A. They work eight hours and consider that enough.

Q. Do you consider eight hours a good day's work? A. I do in Quebec. They naturally feel exhausted after such severe work as that is. I have not worked at it myself, but I have been brought up in Quebec ever since I was a little child, and I know all about it. It requires experienced men. I know a man, and a good man too, who after working on board one of these vessels last summer met me on the streets. I commenced to speak to him and I never thought that man would get home from there, he was so tired he did not want to talk to me, but wanted to get home and go to bed. ...

By MR. KERWIN:

Q. How many have received sick benefits from the society this last year? A. This summer we have had forty disabled.

Q. This last summer? A. Yes; and fifty the summer before. I did not take the average the summer previous, but this last summer the average to each disabled member was twenty-two dollars and seventy-five cents as near as I can remember. ...

Q. How many months do they pay a subscription to the society? A. They pay twenty-five cents a month for seven months in the year. ...

By MR. ARMSTRONG:

Q. Did you put in an average season's work last year? A. Yes.

Q. You need not answer the question I am about to put to you unless you like. What would your wages amount to per week, if spread over the whole twelve months? A. I will give you the total, and you can spread it over yourself. I did twenty-seven weeks' work in the seven months of summer, and, during that time, I

made two hundred and forty-five dollars and twenty-seven cents. I made from one dollar and fifty cents per week to eighteen dollars and eighty-three cents per week. ...

By MR. KERWIN:

Q. Do you do much Sunday work here in the summer season?

A. Yes, considerable Sunday work. I know I had very few Sundays to myself last year.

Q. What is the reason for there being so much Sunday work, in your opinion? A. I suppose they are always anxious to get the ships away to save time and expense. Of course you know there is a tide here and frequently ships are anxious to save a tide. ...

By MR. HEAKES:

Q. Is a man's pay greater for work on Sunday? A. Yes, we claim two days for one.

By MR. ARMSTRONG:

Q. Do you receive any wages for the time you are kept waiting for work? A. No.

Q. Do you think you should be paid for the time so lost? A. I do, I think they should give us something for waiting, as we cannot take any other work while we are under their orders.

Q. You have got to be there? You are notified to be there? A. Yes; we have got to be there or else they would get some one else to take our places. ...

Q. You are not allowed anything for waiting an hour or so after the hour it was stated the work would be ready for you when you were engaged to do it? A. No; and there is nothing unusual in our having to do so.

Q. Do the men seem anxious to work on Sunday on account of the extra pay? A. No; as a rule, the men do not want to work on Sundays — I know this to be a fact, for I heard them so express themselves. ...

WILLIAM RAE, of Quebec, Merchant and Ship Owner, a member of the firm of Allan, Rae & Company, Quebec Agents of the Montreal Ocean Steamship Company, commonly known as 'The Allan Line of Steamships,' sworn. ...

I wish to state first, Mr. Chairman and gentlemen, that I consider the interests of the ship laborer and my own, as a merchant and ship owner, identical. What affects him affects me —

what benefits the laborer benefits me; if my business increases my income increases. I am not paid by salary. Owing to the diversion of trade to Montreal, my income has diminished. Within the last few years our tonnage on the St. Lawrence has increased very considerably, but our Quebec business has decreased. Practically, before 1883, we took no deals in Montreal. In that year only one-sixth of the whole of the deals that we carried, were shipped from Montreal. In 1884, the succeeding year, one fourth of the deals that were carried by us, were shipped in Montreal. In 1885, two-thirds of the whole quantity that we carried, and that was considerable, were shipped in Montreal; and last year three-quarters of the deals, that were carried in our steamers, were shipped in Montreal. I speak as the representative of the Allan Line at Quebec.

The reason of our shipping from Montreal will be apparent when I say the rate of wages in Quebec for day time, is one-half greater than in Montreal, and for night work we have to pay double the Montreal rates, and naturally we do as little work as we can in Quebec.

The Ship Laborers' Society has about forty-two rules to regulate their services. These rules were made to suit another period altogether. They were made to suit a period when there was scarcely anything but sailing ships in the trade. These rules still prevail, although the tonnage of steamships has increased and is increasing immensely, and the tonnage of sailing ships has, and is still diminishing. Quebec shippers have to compete with Montreal for the trade, and if business can be done to better advantage in Montreal, steamers will take more cargo there, and the amount of labor to be accomplished in Quebec, will year by year diminish. There should be two classes of rules: one to regulate the sailing ship work, and another to suit the steamer traffic. It is impossible that the interest of the ship laborer which, as I said before, is identical with that of the ship owner, can be served unless the laborer in Quebec is put in a position to compete with the laborer in Three Rivers, and the various loading ports between Quebec and Montreal, and Montreal especially. To show, in a compact form, the effect of one of the rules of the Society. Very properly, I think, sir, there is a rule which prevents the loading of timber by steam; naturally because the danger to the life of laborers, in the

hold of a sailing ship, is seriously increased and I do not find fault with the rule, but that rule is made to apply as regards steamer taking short lumber over the side, and for such application of the rule no earthly reason can be given, and it is injurious to the laborer in connection with the business. Merchants here who wish to ship birch, which comes from eastern and southern points, actually have to send their birch to Montreal by small craft at very large expense, and there it is taken on board the steamers with the steamer's steam winches. Here the laborer sees that birch going to Montreal, and is not able, owing to the rules of the society, to prevent it. There is no reason why they should allow this birch to go to Montreal at the expense of the laborers, or that a rule made to apply to sailing ships, should be made to apply to steamers. In the same way, a large amount of traffic which large steamers can compete for, and take, we are prevented from accepting by the rule of the societies. Another thing is that the time, and a half, made to apply to night wages on sailing ships, is made to apply to steamers. It is only in rare instances that sailing ships work at night, but steamers have got to work all night, and the rule which was made for sailing ships is made to apply to steamships.

We have, for instance, to coal our mail boats all night, and employ a large gang of men to do this work, and we have to pay each laborer fifty-six and a quarter cents an hour. I have a knowledge of the charges for such work in Baltimore, Boston and Portland, where our steamers run to, and the charge is about one-half what it is in Quebec. There is no reason why the rate of wages which applies to sailing ships should apply to steamships. This high rate of wages causes great expense in coaling, and consequently has the effect of making us bring out a larger quantity of coals in the steamers so as to suit the return voyage home. This is done in order to save the expense of handling coal at Quebec. The Quebec laborer loses the freight, and we have to carry freight both ways for nothing. I have also to say that, in my opinion, there are no laborers anywhere superior to the Quebec laborers; but in my opinion also, they are badly advised by some one, I don't know by whom; but their interests are not properly studied whoever is to blame, I cannot say. My opinion is they won't take the advice of the merchants. They think we merchants are

prejudiced against them, and that our only idea is to lower the wages for our own benefit. This is so untrue that instead of doing so, and in order to show our friendly spirit towards them, we (the merchants) would be prepared to contribute to their charitable fund. The benevolent objects of the society are worthy of all praise, and the merchants would willingly assist those charitable objects by subscriptions. So far as having any unfriendly feeling towards the laborer the merchants have always expressed, and shown a friendly feeling towards them, and have always taken a kindly interest in their welfare, in fact we desire to serve them. That is all I have to say.

By MR. HELBRONNER:

- Q. What is the difference of cost of loading deals in Quebec and Montreal per standard? A. I am not familiar with the actual cost per standard of loading deals in Montreal, I simply give the difference in wages between the two places. I cannot give the exact figures because I do not know them, but I assume naturally that if one and a half wages are paid here for day work, and double at night, while in Montreal they are half that, the cost of loading here must be very much higher than in Montreal. The proof of it is, that the trade has gone there. The actual cost in dollars and cents per standard I cannot tell you. I have a memorandum for piecework that was done there. The cost varies constantly from one dollar and a half, to two dollars per standard. That is what it costs us to load deals in Quebec.
- Q. You cannot tell us how much it costs in Montreal? A. I cannot. I have already explained I cannot say, for the reasons I have given. ...
- Q. Is there any rule of the Quebec Ship Laborers' Benevolent Society that in any way interferes with the shipment of grain, and cattle at Quebec? A. No earthly rule except their rate of wages.
- Q. Do they pay higher wages for loading grain and cattle in Quebec than in Montreal? A. Yes.
- Q. Can you tell us the difference? A. I have already said that it is one-half more per day, and double at night. ...
- Q. Is it not true that the ship laborers in Quebec work more rapidly than those in Montreal? A. How can I answer that? How do I know how they work in Montreal? I am a Quebec man, and I

know nothing about how quickly or how slowly they work in Montreal.

- Q. Can you furnish us, before the Commission leaves Quebec, the figures showing the actual cost, per ton, to load and discharge cargoes by the Allan steamers in Quebec and Montreal? A. I can furnish the Commission with the exact figures of what it costs here, and I will do my best to get what it costs in Montreal. I will write to Messrs Allan, and ask them to give us the cost there. I do not know that they will be able to give the figures, for the reason that they load and discharge there at the same time. You see, they keep two gangs going, and I do not believe they keep an exact account of the number of men employed in discharging and the number of men employed in loading.
- Q. With the experience which you have, as a merchant, and owner of steamships, will you give us an unbiased opinion as to whether the Allan Line of steamers would stop at Quebec, if it were not for the Quebec Ship Laborers' Benevolent Society? A. You ask me my opinion, if the existence of the Ship Laborers' Society is the reason for the steamers not stopping at Quebec? Certainly not; we are bound to go to Montreal. We are bound to reach the head of navigation.
- Q. Are you obliged to stop at Quebec also? A. We are not obliged, but we look to our own interests, and we have to look to the interests of our customers too. We stop at Quebec to suit our general purposes. I think we are the only line of steamers that really do stop at Quebec — the Dominion Line and ourselves. Most of the others go through. They just take a pilot on board here, and go through. They merely exchange pilots.
- Q. Is it not true that the ship laborers of Quebec work willingly on board all steamers where steam is used in the loading of cargoes, such as butter, bacon, cheese, apples, etc., and that they object only to the use of steam in the loading of timber cargoes? A. Yes; that is true.

By the CHAIRMAN:

- Q. What do you mean by timber? A. Deals go under the head of timber. We take a large quantity of what we call splints; that is a material used for lucifer match making. We take thousands of cases from Quebec every summer, and that is so nearly allied to

timber, in the eyes of the Ship Laborers' Benevolent Society, that they will not allow us to use steam in stowing them away. The cases of match splints are boxes, which are sufficiently small to enable us to handle them, but of course it is a greater expense; but, whether it suits our convenience or not, the rules of the Society will not allow us to handle them by steam. The only exception is in the article of wood goods, that is allowed to be handled by steam, such as cases of spool wood. Cases of spools are sent in large quantities to Glasgow. The rules of the Society allow us to use steam for hoisting cases of spool wood, but not to hoist cases of splints that are not one quarter the weight. There is no reason whatever for it, but it is an instance of the absurdity of their rules, and there is no interest served by it whatever. ...

By MR. HEAKES:

Q. Did the Ship Laborers' Society offer through their President to consider any of the rules that were objectionable to the Board of Trade? A. Yes. I remember distinctly about that, and the Council decided that as the Ship Laborers' Society refused to meet them, that this was a mere put off.

Q. Did they not ask you to name the by-laws you wanted modified? A. The by-laws we wanted modified were too numerous to name. What we wanted was to have a friendly talk, and the friendly talk was denied us. ...

NARCISSE ROSA, of Quebec, Ship Builder and Stevedore,
sworn. ...

If I have rightly understood the object of the Royal Commission it is to enquire into all matters whether of good or evil which might affect health, labour and commerce, etc. I will be brief. Everybody complains that commerce is at a standstill, the reason is known. It is caused in my opinion, by the formation of societies that have arbitrary rules and regulations that paralyse commerce. By these regulations the Ship Labor Society keep their members in a condition of slavery, but still more do they keep those in a state of slavery, who do not belong to the Society. Persons who do not belong to the Society are completely excluded from work on board of ships. Nevertheless, we are in a free country, consequently the rights of labor are sent to the winds here in Quebec. Besides interfering with the workmen, ship

owners are not allowed to be masters on their own vessels, for they have to submit to the rules of the Ship Laborers' Society; the rights of labor are very fine but here in Quebec we know nothing of them.

By the CHAIRMAN:

Q. Give us your reasons as briefly as possible? A. As ship owner, I have been several times threatened. They have attempted to muzzle me and paralyse me through persons with whom I had dealings. It was the persons through whom they attempted to 'boycott' me who told me what had been proposed to them. One day my ship was being loaded, and by the rules it was necessary to employ twenty men when scarcely ten men could work all the time. Was it just to impose such a burden on me? Let them form Societies if they will. I am not against that, but let them allow the owner or the captain who represents him to employ the number of men he deems necessary, since it is he who pays them; for they are better able than any other to judge what is necessary for their work since it is they who pay. Let them not interfere with the rights of labor, if they want —

By the CHAIRMAN (interrupting):

Q. Confine yourself to facts? A. We must always come to facts but I wish to show that the freedom to labor does not exist.

Q. Very well, continue? A. If the members of the Ship Laborers' Society wish to labor together that is their business, but let them leave those who do not belong to the Society to earn their living as they can. If I lived in a foreign country I would actually not send a ship here even though the freight was higher than elsewhere for, here, your property is no longer your property, it belongs to others. Several ship owners have told me that they would not send their ships here to be at the mercy of the arbitrary rules adopted by the Ship Laborers' Society. These ship owners reside in England and in France. To convince yourselves of this despotism you have only to examine the rules which they execute, and draw your own conclusions. ... Property, sir, decreases in value, population does not increase and commerce suffers because labor is not free. Work must be left free if we wish commerce to become prosperous etc., etc. In regard to work I will relate to you a circumstance which happened to myself. Last year I was employed to unload the barque 'Glengarry.' I made a

bargain because I did not believe nor did I think the work would be interfered with. I began my preparation with a few men, but to my surprise the Society took away from the ship the men I myself had brought to do the work, telling them that they have no business to work on board of ship, and they put other men in their place. The next day, being a holy-day, one of my workmen went to the wharf to see that nothing was disturbed on board; he was beaten and his head cut. I do not assert that it was the people of the Society who struck him, but never before, for no apparent reason, had such a thing been done right in the very centre of the lower town. ...

THOMAS CULLEN, Stevedore, sworn. ...

Q. Have you anything you wish to add to these statements? A. Well, nothing. Only I wish to say that before the formation of this Society those were the days of oppression and poverty for the ship laborers. The men were the victims of very hard usage. They were looked upon as nothing. I have known men to leave their work wet and cold and slimy with mud — full of slime. After they would leave on a Saturday night they would have to go to the stevedore's house in the hope of getting their pay, very likely a man would meet his wife on the way with her bonnet and shawl on, and the two of them would wait out in the cold for the stevedore in the hope of getting sufficient pay to keep his wife and family in food for the following week. They would wait, and wait, and wait, and often would see no stevedore and get no money. At other times they would wait until eleven or twelve o'clock of a Saturday night, when the stevedore and the captain of the ship that the poor man had been working on, would arrive at the stevedore's house together — for sometimes the men would be kept waiting until that hour, or even later, and the consequence was, the captain and the stevedore would be very drunk, and the stevedore would be unable to pay his men, and was not willing to do so in many instances. Now these men were very often in the spring and fall, waiting in the cold, and were kept waiting out in the sleet and snow, or rain (for the stevedore's wife would consider her house too good to accommodate ship laborers) and when some of the men got their pay after waiting all these hours it was not unlikely that they would seek the

tavern. You see gentlemen the treatment they received demoralized them. And it caused them to seek the tavern. It drove them into the taverns, waiting for these people to come and pay them. This has all been changed since the Ship Laborers' Society was formed. The men receive their pay regularly now. At the end of the week we receive our pay, and if we do not receive our money we have not to follow the stevedore but look to the ship.

- Q. It was a matter of self defense for the laborers to organize? A. It was absolutely necessary that they should organize. ... I have known ships to be half way across the Atlantic before the men have been paid. The stevedores paid the men just as they thought fit. They paid them one or two days short, and also deducted twenty or fifty cents off the wages. This was the reason why the men bound themselves together for self protection. These times that I speak of were previous to the formation of the Quebec Ship Laborers' Society.
- Q. Since the formation of the Society have all these abuses disappeared? A. In every case.
- Q. Do you think if the ship laborers had no Society that the trade would have remained in the Port of Quebec as prosperous as it was a few years ago? A. No. Not by any manner of means.
- Q. Do you think the Ship Laborers' Society is in any way responsible for the loss of trade in the Port of Quebec? A. No, sir; not at all. I cannot see any reason why it should be.
- Q. Is there anything else you would like to tell us about the Society? A. Well, I do not know, there have been so many explanations about it before, I do not see that I could improve on it. I consider that the Society and the working of it has been the means of putting its members in a more respectable position in life, than they would be without it. They are a different class of men to the Montreal men. They are industrious and take care of their earnings, not like some you see in Montreal; men, in fact, who work three or four hours, or half a day, and then, if they can get it, go and get drunk on the money.
- Q. Do you think there is any disposition on the part of the ship laborers to injure the merchants? A. They would be willing to meet the merchants on any reasonable terms, and consider any question with the exception of steam. I myself have loaded sailing ships where people have got hurt, and where we have had a

hospital full of them. There is no reason in laboring under these circumstances.

Q. In your experience, then, steam should not be used in the loading of vessels? A. No. ...

JULIUS P. TARDIVEL, of Quebec, Journalist, proprietor of the weekly newspaper *La Vérité*, sworn. ...

Q. Are you a member of the Master Printers' Association of this city? A. I took part in certain meetings held by the master printers of Quebec during the recent strike.

Q. Have you any objection to employ printers knowing them to be members of a labor organization? A. I certainly have.

Q. Can you tell us your reason? A. Well, I have had experience with them, and I have had enough. I do not want any more, such as I have had.

Q. Do you know anything in connection with the labor trouble, in the printing offices of this city? A. Yes, I know a little.

Q. Can you tell us the cause? A. I have no idea what the cause was in our establishment. There were no complaints.

Q. It did not affect your establishment? A. It did.

Q. In what manner? A. It closed my establishment for two or three weeks, and I had to have my printing done elsewhere.

Q. Did these journeymen, and these boys, leave your establishment? A. No, not the one I have now. One left, and I took another in his place.

Q. Do you pay the Union scale of wages to these men? A. I do not know what the Union scale is.

Q. Did the man you had before belong to a Labour Organization? A. I think he did. I am sure he did. He told us so, at least. ...

By MR. GIBSON:

Q. There are strange and curious things done in this Province of Quebec. So you compel a man to sign a one-sided document?

A. It is not one sided at all. If he does not like my conditions he need not undertake the work.

Q. You compel him to sign away his liberty of action? A. That is a matter of opinion.

By MR. KERWIN:

Q. Can you tell us if the organization known as the Knights of Labor, is a Masonic body? A. What is that?

Q. Can you tell us if the organization known as the Knights of Labor is a Masonic body? Is it like the society known as the Freemasons? A. I cannot say.

Q. Because it says in your newspaper, *La Vérité*, that the society, known as the Knights of Labor is a Masonic body? A. I have every reason to believe that it is, but I cannot say positively that it is.

By the CHAIRMAN:

Q. Did that newspaper state that the Knights of Labor was a Masonic body, or that it was based upon the same lines as a Masonic Body? A. That is it, that is the interpretation that must be placed on the article — that it is based on the same principles, and that it is a body like to them.

By MR. KERWIN:

Q. Are you a member of the organization known as the Knights of Labor? A. No.

Q. Are you a Freemason? A. No.

Q. How, then, can you compare one body with the other, if there is no comparison? A. Because I know a good deal about both, and that, too, without belonging to them.

Q. Then, your information is only heresay. You have only heresay evidence for what you state? A. No; not at all, I have plenty of documents. ...

LOUIS PHILLIPE PELLETIER, of Quebec, Advocate and Journalist, sworn.

By MR. ARMSTRONG:

Q. You are proprietor of the newspaper entitled *La Justice*?

A. I am the president of the company that prints *La Justice*.

Q. Do you know how many men are employed in your establishment? A. About forty or fifty. ...

Q. Are you a member of the Master Printers' Association of Quebec? A. I am not aware of the existence of such a society in Quebec, but if the Commissioner, who put that question, refers to the temporary union which the masters formed among themselves, during the strike, it is different.

Q. Is it to your knowledge, that the men, before being employed in your establishment, have to sign a document declaring that they do not belong to any labor association? A. Yes. I should explain

that, after the strike, to which we were recently subjected, the religious authorities of the religion to which I belong, having declared themselves opposed to the organizations of the Knights of Labor, I considered it my duty to conform to these authorities, and I exacted from all who sought employment in our establishment that a declaration that they did not belong to the Knights of Labor, because such was the desire of the religious authorities. I do not refer to Typographical Unions.

- Q. Have you compelled men belonging to one of the two Typographical Unions, to sign such document? A. I compel no one to do what he is unwilling to do. They are as free as I am; and I as free as they; I wish them to be on the same footing as myself.
- Q. Can a printer receive employment in your establishment if he belong to a Typographical Union? A. We have in our employment men who belong to the Union, and others who do not. We would give employment to some of the members of the Union, and to some we would not. There are some who worked hard for the strike, and those I will not take back unless they sign the declaration. Others who were simply led away, will receive work from us provided they conform to the rules of the establishment.
- Q. Have the members of the Union in your employment signed the document in question? A. Some have signed but I do not consider myself at liberty to divulge their names, they requested me to keep the matter secret and I will not betray my workmen. ...

ANTOINE LANGLOIS, of Quebec, Printer, sworn.

By MR. ARMSTRONG:

- Q. How long have you worked in the City of Quebec? A. Twenty-two years, or rather twenty-six years.
- Q. Do you belong to the French Typographical Union? A. Yes, sir.
- Q. According to your opinion, was the last difficulty a 'strike' or a 'lockout'? A. According to my opinion, I do not think they wanted the shops to be closed entirely.

By MR. HELBRONNER:

- Q. You are asked, whether it was you who went on 'strike' or whether the masters discharged you? A. We first asked the masters to come to an understanding about wages, to meet us anywhere, that we were ready to come to an understanding with them.

By MR. ARMSTRONG:

Q. What was the answers of the masters? A. They answered by courtesy, not because they agreed to our wishes, but by courtesy, that they could not do so for some months, and we had been asking it for eight or ten years.

Q. Did the men offer to settle the difficulty by arbitration?

A. They did not give us the chance. We asked them to meet us, and they were not ready to meet us. The masters met at the St. Louis Hotel, and there decided to send the letter of which I spoke just now. They answered us, by courtesy, that they could not meet us for some months. It was the customary answer.

Q. Is there not a rule of your Society by which all difficulties between you, and your masters are to be settled by arbitration?

A. Yes, sir.

Q. Before the difficulty, how many establishments paid according to the Union scale of prices? A. To my knowledge, there was but one establishment who conformed entirely to the rules of the Union.

Q. How many establishments conformed to the rules of the Union after the strike? A. There are four which conform completely. The greater number of the others pay Union prices but they still employ what we call 'rats,' to whom they pay five or six dollars. Principally those who hired during the strike.

Q. They do not pay these men as much as the Union men? A. Oh! no. Nevertheless there are some who signed the contract, and to whom they pay Union prices.

Q. Were any of the printers arrested during that time? A. No, not to my knowledge.

Q. And was the result of this strike advantageous to the men, did it diminish the hours of labor and increase the wages? A. Yes, sir; it diminished the hours, and increased the wages. But as to the hours of labor, I must say that the greater number gave nine hours before the strike. ...

By MR. FREED:

Q. How long, before the time fixed for the strike, was it, that the Typographical Society asked the masters to meet for arbitration?

A. In the beginning of December we began to send our price circulars to the masters, afterwards we asked to have an interview concerning this scale of prices, to know if they were ready to give

them to us. If they had met us anywhere, and had told us that in the month of March, our contracts ending, they would give us the wages we asked, or even in the month of April, we would have been satisfied; but no, they did not answer, or rather they answered by an act of courtesy, that they could not do it, they put us off later. At that time, there were workmen who were leaving for Ottawa and who did not wish to keep their houses. They wanted to have a decisive answer in this matter, during the course of the month of January, and that is why we fixed upon the 2nd January to have an end of the matter, one way or other, when we saw the masters would not listen to us.

- Q. Were you willing to meet the masters to acceded to any suggestions they might make as to the scale of prices? A. Certainly, we would have taken these suggestions into consideration in preference to going on strike, as none of us wished to have the strike. ...
- Q. We have seen some of the masters, who told us that they had received circulars from the Typographical Union and the Knights of Labor, did these circulars emanate from one or both of these Societies? A. I believe that these gentlemen have been led into error.
- Q. The masters told us that they had received circulars from two Societies, one from the Typographical Society and one from the Knights of Labor, is that the case? A. Not to my knowledge from the Knights of Labor; from the two Typographical Unions, but I do not think the Knights of Labor sent a circular.
- Q. Is the Society to which you belong, a branch of, or is it, in any way, connected with the Knights of Labor? A. It has no connection with the Knights of Labor.
- Q. The Knights of Labor do not lead you in any way? A. No.
- Q. If the Knights of Labor told you to cease working tomorrow morning, what then? A. They have no control whatever over the Union.
- Q. Still you, as belonging to the Typographical Society, were obliged on the 2nd January, to refuse to work in your establishment, if the masters did not accede to all your demands? A. I was bound not to work, yes.
- Q. You were not at liberty to refuse? A. No; because we were engaged in a sort of way, engaged on honor, not a written engagement, not at all, but our word of honor, in the interest of workingmen to do so. ...

(Mr. Louis Phillipe Pelletier asks permission of the Commission to put questions to the witness. After consultation, the members of the Commission permit him to suggest to the Chairman the questions he wishes to put.)

MR. PELLETIER by the CHAIRMAN:

Q. Is it not true that the masters offered to speak, to confer individually with each one of their workmen, and not with the corporation? A. To my knowledge, the masters asked the men to come to an understanding with them. This was submitted to us in council. We immediately named five from one establishment, and they returned to us with no better success than before.

Q. But did these five go as individual workmen or as representing the corporation? A. They were named by the Typographical Union, but they belonged to the establishment to which they were sent.

Q. The question put you is this: Were not the masters ready to meet and treat with you individually, refusing, at the same time, to have anything to do with the Typographical Union? A. I understood the question put me to refer to the time of the strike. The thing was asked during the strike. The men went to their masters, and asked for an increase of wages, and could never get it.

Q. Did the masters offer to meet the workmen individually, and not as representing the Typographical Union? A. Yes, sir.

By MR. ARMSTRONG:

Q. Before that time did the men go individually, and ask the masters for this increase of wages? A. Yes, sir.

MR. PELLETIER by the CHAIRMAN:

Q. Is it not true that some among the masters were always willing to pay the price, and that, nevertheless, the workmen went on strike for other reasons than the question of wages? A. Not to my knowledge.

By MR. ARMSTRONG:

Q. When the masters saw that matters were coming to a crisis they were willing to arrange with the men individually? A. Yes, only then.

MR. PELLETIER by the CHAIRMAN:

Q. You have said that the Knights of Labor had nothing to do with the strike? A. I understand I was asked if circulars had been sent to the masters from the Knights of Labor, and from the Typographical Union. Some were sent from the Union, but not from the Knights of Labor.

- Q. You say that the Knights of Labor had nothing to do with the strike. Is it not true that the circular was sent out by the Franklin Association of the Knights of Labor? A. It was sent out by the two Typographical Unions, and the Franklin Association was only added to give weight, and at the same time, the Association was to help us financially, in case we should be two or three months idle.
- Q. How does it happen that you are surprised the masters believed them to come from the Knights of Labor? A. I am not much surprised, they believed them to come from the Knights of Labor; but it was not our intention. ... (Mr. Kerwin protests against this manner of proceeding. He objects to a lawyer, Mr. Pelletier, suggesting questions to the Chairman. The Chairman adjourns the Session.) ...

WILLIAM H. NAYLOR, Quebec, Manager and Superintendent of the Quebec Worsted Company, sworn.

By MR. KERWIN:

- Q. How many people are employed in your factory? A. I could not tell exactly — somewhere about one hundred and fifty.
- Q. How many females are employed amongst that number? A. About one hundred and fifty.
- Q. What are the wages paid to the females? A. They run from twenty-five cents a day up to one dollar a day.
- Q. How many receive twenty-five cents a day? A. That I could not tell you without looking at the books.
- Q. How many hours a day do they work? A. Ten hours a day.
- By MR. ARMSTRONG: ...
- Q. Do you impose any fines in your establishment? A. No.
- Q. Have you ever discharged a young woman because she did not work on religious holidays? A. Yes.
- Q. Have they to work on religious holidays? A. Yes. On certain holidays they are asked to do it, and they undoubtedly do it. It is absolutely necessary that they shall work on certain holidays, if I am to compete with the Ontario manufacturers. If they do not do it, they have only one recourse, and that is to go elsewhere.
- Q. Do you pay the same prices as the Ontario manufacturers? A. We pay somewhere near the same prices as the other manufacturers for the same work to-day, as near as I can tell. I have been in

Ontario for five years, and I can say that we are paying the same to-day, as I know what they are paying.

Q. Can you tell us what the ages are of the youngest in your establishment? A. I never ask their age. If they are small, I do not take them, but their age is a question I never ask.

Q. You never ask their age? A. No. I take them by their size and general appearance. ...

Q. What would be the average age of the girls? A. The ages of the boys and girls are ten to fourteen.

Q. Would fourteen be the average? A. Yes.

Q. What would the average pay be for a girl in your factory?

A. They receive twenty-five cents a day first, that is three cents an hour, then they receive three and a quarter an hour, which is forty-five cents a day — according to their skill, and the time they are employed.

Q. Do you work after hours? A. No. ...

By MR. CARSON:

Q. Do you think it just to those hands, who decline to work on these holidays, that you should compel them to work? A. It is not a question of justice. It is a question of business. I have got to keep my hands up to the work, and I have got to look at the extra interest it costs in manufacturing. To one, it might cost only fifty dollars, and to another, one hundred dollars, and, if I entered into an agreement to supply certain goods, if we work, we can supply them, and fulfil the contract; but, if we do not work, and cannot supply them according to the contract, we will have to shut up the shop. The question is, which is the best justice — to pay steady, and fair wages, or to let the place stand idle, and have no work for the work people.

By the CHAIRMAN:

Q. Your reason is, that it is better to keep the mill running, by working on holidays, and night time, in order to compete with other manufacturers, than close the mill? A. Yes.

Q. You do not work on Sundays? A. No, sir.

By MR. CARSON:

Q. Are you not aware that most people respect those days that are set apart as religious holidays? A. Certainly; and I try to respect them all I can. I do not want to hurt the feelings of anyone, but if we do not work the same number of hours in the year, that the

mills work in other places, we cannot produce the amount of work that is necessary to run the mill, and fulfil our contracts.

- Q. Would you like to work on Sundays? A. No; but, if there was a necessity for it, I would certainly do so, if not, I would wish not to do it. I am quite willing to take all the holidays I can. ... I may say that this is done with the full knowledge of the Reverend Mr. Bélanger, Curé of St. Rochs; and all know that it is in cases of extreme necessity that they are asked to work. Fifteen or twenty is as many as we have had working on any occasion on a holiday. ...

By the CHAIRMAN:

- Q. You have no suggestions to make beyond what you have stated? A. One suggestion I would like to make here; and it is this: It would be a good thing to have a Factory Inspector; not one that would simply 'go through' a factory, but one that would carefully and conscientiously discharge his duty. There are some boys and girls in factories that should not be there; and some factories may need reforming. You would find the work of an Inspector prove a great deal more satisfactory, and a great deal better, than calling us here. ...

MISS ———, of Quebec, employee in a woolen factory, sworn.

By MR. HELBRONNER:

- Q. You received no subpoena, you came of your own free will? A. Yes, sir.
- Q. Will you state what you wish to say to this Commission? A. It is because of the work. The work is too hard for the pay. We are not paid proper prices for the work we do.
- Q. What wages do you get now? A. 45 cents a day.
- Q. What kind of work do you do? Are you obliged to stand? A. We are always standing.
- Q. Are you permitted to sit? A. No, sir; they will not permit us to sit.
- Q. Are you fined when you sit? A. No, sir; but they say our work does not allow of our sitting down.
- Q. Do any workwomen earn less than you? A. There are some; the highest is 50 cents.
- Q. And the lowest? A. The lowest is 15 cents.

Q. Are those that earn 15 cents children? A. Children of about 12 years of age.

Q. Do you spin or do you weave? A. We spin.

Q. Is weaving done in the factory? A. Yes, sir; but not in the room we work in.

By MR. BOIVIN:

Q. Do you think the work given to little girls of twelve years of age, is too hard for them? A. Some have too hard work; it is a work that requires them to keep their arms up all the time.

By MR. HELBRONNER:

Q. Could your work not be done sitting as well as standing?

A. When things go well, we might sit down; but they will not let us sit. There is a bobbin to be put in, high up, and we have our arms over our head all the time.

Q. Have you anything else to complain of in the factory? A. We are hard driven by the foreman at times. Sometimes for the least little thing the foreman tells us to go. Then, if we are sick, they say it is not because we are sick we stay away because we want to amuse ourselves; and all the time we may be as sick as well as others.

Q. Do the foremen ill-treat the children, are they brutal to them?

A. Yes, sir.

Q. Do they strike them? A. No; they do not strike them, but they treat them roughly.

Q. Little girls or little boys? A. Little girls.

Q. As to little girls that earn 15 cents, are their wages raised often, or do they work a long time at 15 cents? A. It is always the same.

Q. Their wages are raised when they grow big enough to take the places of grown girls? A. Yes; to take the places of grown girls. Some of the foremen are cruel. There is one, the foreman in our room, who, a short time ago, pushed a girl to make the others laugh; sometimes they want to joke the girls, and in passing he gave a kick to one who was at her work. She made a face at him, and he kicked her in passing. ...

Q. Have you ever seen little girls cry, and heard them complain of having been roughly treated? A. Yes, sir. It has been said that we do not work on feast days; we work on every feast day. We may not work all the whole day, but we work part. It has been said that we do not work on feast days, but even when we say we will

not work, they tell us to leave; some were sent away because they would not work on holy days.

By MR. BOIVIN:

Q. Apart from feasts of obligation, did you work on other feasts — the feast of St. John the Baptist, or any other? A. No, sir, we do not work; we are not accustomed to work. They make us work on holy days, and lose time afterwards. The next day comes, and we have no work.

Q. What feast was that? A. Epiphany.

Q. You worked on Epiphany, and the next day you had no work?

A. The next day we had no work.

...

The CHAIRMAN read the following letter:

ARCHBISHOP'S PALACE,
QUEBEC, 25th November, 1887

A.W. BLACKEBY, Esq.,

Secretary of the Royal Labor Commission, Ottawa.

SIR, — In compliance with the desire you have expressed to me of having my opinion upon certain questions concerning the object of the Royal Commission, of which you are the Secretary, I will give my views upon some of these questions.

I *Child Labor.*

II *Female Labor.*

I write these two points, for they are to a certain extent intimately connected.

1st. It is necessary to provide means for the protection of morals in the factories, and outside of them, before entering and after going out. It also sometimes happens that employers make an abuse of their authority, and the law ought to be severe.

2nd. The work exacted from children and persons belonging to the other sex should be neither too long nor too continuous. A short rest in the morning, and another in the afternoon, would spare many miseries and sicknesses, and would be easily compensated for by the owners of the factories, for the workmen having had a rest would work better.

III *Sanitary arrangements of Factories.*

I have often heard parish priests of my diocese say that the majority of persons, and specially of girls, who leave their families

to go and work in factories, return broken down by work, and consumptive, for the want of ventilation in factories. The atmosphere is vitiated by the bad smell of oils, by the dust caused by the machinery in operation, as well as by the workmen themselves; the lungs become incapable of fulfilling their functions. On the other hand, ventilation itself, if it is not made according to the rules of hygiene, may cause many accidents.

IV *Arbitration.*

V *Strikes and their results.*

Strikes are one of the great dangers of society, for they too often degenerate into deplorable disorders. It seems to me that it would be useful to establish a court of arbitration, whose members should be absolutely independent of the interested parties, to settle the difficulties which give rise to strikes.

His Eminence Cardinal Gibbons, who, as everybody knows, takes much interest in the labor question, is very desirous of seeing this measure adopted in the United States.

A law upon this question undoubtedly offers many difficulties, but time and experience could improve it.

Accept, Mr. Secretary, the assurance of my distinguished consideration.

E.A., CARD. TASCHEREAU,
Arch. of Quebec

SHERBROOKE

ANDREW PATON, Woolen Manufacturer, sworn.

By MR. ARMSTRONG:

Q. How many hands do you employ? A. I think nearly five hundred and fifty, somewhere near that.

Q. How many men, women and children do you employ on the whole — altogether? A. Somewhere near five hundred and fifty, but I do not know how many of each. ...

Q. Can you tell us the age of the youngest child in your factory?
A. No. I cannot do that.

Q. About? A. I think about thirteen is the youngest, as to that I am not quite certain. I have not been enquiring of late, but we take as few young people as we possibly can.

Q. Is that a boy or a girl that is aged thirteen? A. Both.

- Q. When they begin their work on first entering the factory, do you ask how old they are — do you ask their age? A. We instruct the Superintendent to make enquiries about that, and to take no children or young people on that are in a delicate health, or that are not likely to stand the work. We have not very many of that kind and those that are young have very light work to do.
- Q. Do you impose any fines upon your employees? A. In one department. Yes; in one department only. In the weaving department. ...
- Q. When you work full time, what are the hours? A. We work sixty hours a week. That is, ten hours a day. That is considered full time. ...
- Q. ... Do you know if all the children have read the rules posted up in the factory? A. Well, I do not know that all of them can read; but they are put up and in our weaving room they sign a contract which is put up there, and we never had the slightest trouble about it after they understood it. We had some trouble; but I got the Rev. Mr. Dufresne, the Parish Priest, to go around with me and explain the thing to them. Since then, we have had no trouble whatever.
- Q. Where do you find a market for your goods? A. All over Canada.
- Q. The question that I am about to put to you, you need not answer unless you like. It is this: Are you a member of the Canadian Manufacturers' Association? A. I think we pay the annual subscription, but we never attended a meeting.
- Q. Have you any objections to tell us the aims and objects of that Association? A. I would not have any objection, if I knew.
- Q. You pay the subscription, but do not know the aims and objects of the Association? A. Well; I suppose it is to discuss trade questions.

By MR. ARMSTRONG:

Q. And to keep up prices? A. No.

By the CHAIRMAN:

Q. If so, it is very much like Labor Organizations, which are formed to keep up the prices of labor? A. Well; it has never been in the woollen line, but we would keep up prices if we could. ...

By MR. ARMSTRONG:

Q. You say your employees sign a document? A. Yes; I will send you one to-morrow. They sign an agreement to serve us for a certain

length of time. We found that the law of Quebec did not bear us out in applying rules generally, so as to put them in force, so we obtained the services of a lawyer, so as to retain anyone's wages that did not give notice, and to do this, it was necessary to have a contract, and we got them to sign a contract.

- Q. Do you mean to say that was in connection with the labor troubles? A. No; I never had any trouble with my employees. It was only a mistake on their part. Some did not understand the form of the contract, and thought they were asked to sign it in order that we might take some advantage away from them. The Rev. Mr. Dufresne, the Parish Priest, explained the terms to them in French, and it was entirely to their satisfaction. Most of these people are his parishioners, and we always find him very good in explaining any question to them. After his explanation no one demurred to it. If any of them have anything that they wished explained they go up and show it to him, and he explains it satisfactorily to them.

By the CHAIRMAN:

- Q. You feel that you have confidence in him, and you know that your employees also have confidence in him? A. Yes; and I never had trouble since; the only trouble was among the French — they did not understand. ...

WILLIAM R. WEBSTER, Sherbrooke, a member of the firm of Messrs. Nutler and Webster, Cigar Manufacturer, sworn.

By MR. HELBRONNER:

- Q. How many persons do you employ in your factory? A. I think we have about seventy now.
- Q. How many amongst them are children? A. I cannot tell you exactly, we have got sixteen girls and some of them are small girls, and we have got perhaps fifteen or twenty boys — small boys — some are learning the trade and others work by the week.
- Q. How old are these young people — girls and boys? A. I presume there are some there as young as thirteen, I am not always able to tell the ages. I usually ask their ages, but if they are of fair size, and are large enough we do not always ask their ages. Some I presume are as young as thirteen; others are fourteen and fifteen and so on.

Q. Do you know what is the age fixed by law to employ children in the province of Quebec? A. I do not know that I do.

By the CHAIRMAN:

Q. Do you know that there is a law fixing the age and the hours of children working in factories? A. I believe there is a law but I have never looked it up. ...

Q. Have you any rules or regulations? A. Yes; I have got copy of them. These rules are not carried out very strictly, and some of them are not carried out at all.

Q. Will you please mention those that are not carried out? A. Here is something here that is not always carried out. I do not impose any fines on employees that work by the week, nor are they fined if they are a little late. If they are ten or fifteen minutes late we never object to it any further than to tell them they must be earlier in future. Now, here is one thing that is to the effect that they are to stop work during work hours. Of course, as you know, gentlemen, there can be a great deal of time lost by talking and fooling between the employees. When the bosses back is turned, and when you go to lay out your money in fitting up a factory and running a business, you can lose a great deal if you do not try and stop it to some extent. Then there is another rule that all employees be searched before leaving the factory; this is a rule that we carry out, or try to as well as we can, in order to prevent imposition. Boys will take tobacco out with them if they get it, and, of course, it is in our interest to prevent any loss of material. If any employees are found wasting tobacco or throwing it on the floor, where it is likely to be wasted, we have provided that they can be fined for each offence, but we have never fined any yet. We have scolded them frequently, but we have never fined any yet. There is another rule providing that no tobacco shall be left on the table at night, and that anybody infringing this rule shall be fined; this rule is carried out the same as the others, under the instructions of the foreman. Then there is another rule that no one is allowed to comb their hair in the factory. Of course, it is necessary that this rule shall be carried out. If a girl wishes to comb her hair she has plenty of opportunity to do it at home as much as she likes; but you can easily see, gentlemen, that it would be objectionable to allow this to be done in the factory. That rule is carried out. Then there is another rule, that no one is

allowed to leave the department during working hours; we do not carry that out, but we have that rule standing in order to prevent them from frequently and unnecessarily leaving the factory.

By MR. McLEAN:

Q. Do you mean to say that you do not allow them to speak to each other in the factory? A. What I mean is this, gentlemen: it is not any easy thing to run a factory where the employees are largely composed of young people, and you must have some system. Now, the moment your back is turned, it may be, three or four of the hands will jump up and commence to knock each other down, and have, what they consider, a good time. If this kind of thing is allowed the material is wasted, and the machinery or plant may be broken. If you were to step out for a few minutes and were to step in again, and find three or four of the leading spirits jumping up and laughing, etc., and encouraging the others to do the same, you would be ready to order them to leave the factory. The rule is there for the purpose of preserving order, and not with the view of being harsh to them. I have been in other factories of different kinds and I find that similar rules are enforced there; anyway, as you will have noticed in visiting other factories, it is all work and no play, no talking. They can talk as much as they like, and carry on as much as they like, when they leave the factory at twelve o'clock in the day and six o'clock at night. ...

By the CHAIRMAN:

Q. You impose no fines for late hours — for coming in late? A. No. But if a boy, working by the week, came in at nine o'clock instead of at seven, we would cut him down two hours, and we would perhaps fine him if it occurred three or four times. If a boy used profane language or injures the forms, he is fined — but that is something that occurs very rarely indeed — it seldom occurs.

Q. Is it not a fact that in your factory some of the women whose salary was three dollars a week, have received only one dollar and fifty cents a week owing to the fines that are imposed? A. Not that I know of.

Q. The women do not get fined? A. No. ...

By MR. ARMSTRONG:

Q. Are all your girls searched on leaving the factory? A. Yes.

Q. Are the young girls searched? A. Yes.

- Q. Have you ever found any tobacco in their possession on leaving the factory? A. We did.
- Q. What is the punishment? A. Well, we concluded to discharge them. We had a boy in our employ, an apprentice and on coming down stairs he was searched and we found that he had some cigars in his stocking legs. We sent for a policeman to have him arrested; he was sent to the lock-up and we spoke to the Judge on his behalf, and he said this was his second offence, and I said as he seemed penitent, perhaps it would be better to keep him, and he said he had better call him up and let him go, and I said very well and we let him go.
- Q. The firm inflict no punishment by their own hands? A. Not that I am aware of.
- Q. They do not take the matter into their own hands? A. No. ...
- By MR. McLEAN:
- Q. Can all your employees read these rules that you have printed and posted up in your establishment? A. I do not think so.
- Q. Are the rules read to them? A. I do not think that they can read, many of them; but the foreman can point them out to them.
- Q. How do the boys and girls who cannot read the rules know there are such rules? A. I presume there are some who cannot read and write; I do not know; and I presume that there are some who can read and write, and I think that the foreman can always point out the rules to them. We instruct him to do it, but whether he does so or not I cannot tell. ...

DAME AGLAE BOUCHER, of Sherbrooke, Workwoman, sworn.

By MR. HELBRONNER:

- Q. You had, I believe, three sisters that worked in cigar factories?
A. Yes, sir.
- Q. What were the ages of your three sisters? A. The oldest was seventeen, if I remember rightly.
- Q. When was that? How long is it since they worked there? A. They worked two years and a half; they only left lately; it is not more than two months since they left.
- Q. The eldest was seventeen? A. About seventeen.
- Q. And the second? A. The second was sixteen and the third fourteen years.
- Q. How long did they work? A. Two years and a half; the eldest, however, was a while in the summer without working.

- Q. How much on an average did the eldest earn? A. This autumn they told her: 'If you will come and work you will earn \$3.00 a week.' She went to work but only earned \$1.00 and \$1.10 a week, that was all.
- Q. And how much did the youngest earn? A. The younger earned, so they told me, sometimes seventy, sometimes sixty cents; it was very rare that they earned \$1.00 a week; that is what they told me. I did not always see them. Sometimes I asked them how much they earned and they told me sixty or seventy cents a week.
- Q. Is it to your knowledge that they had to pay fines? A. They told me so. I asked them: 'Why do you not bring in more money?' And they answered: 'Because we have to pay fines.' I have no knowledge of it myself.

By MR. BOIVIN:

- Q. Did these young girls sometimes complain? Did they complain of anything? A. They considered they did not get enough for the work they did.
- Q. Apart from this, did they make any other complaint? A. They said they suffered from cold, and that the shop was not fit to work in.

By MR. HELBRONNER:

- Q. Did they ever complain of being beaten? A. They never, to my knowledge, complained of being beaten.
- Q. Did your three sisters leave because they did not earn enough in Sherbrooke? A. Yes, sir.
- Q. They have gone to the United States? A. Yes, sir.
- Q. They are orphans, I believe, are they not? A. Yes, sir.
- Q. At what do they work in the United States? A. They work in the cotton factories.
- Q. If they had received the wages they were promised, would they, in all probability, have remained here? A. I think so; but they could not with the wages they got. They were only here two years and a half, and if they had been able to earn their livelihood, I believe, they would have remained here.

LOUIS DAIGLE, of Sherbrooke, Cigar-maker, aged 12 years,
sworn. ...

- Q. How much did you receive last pay day? A. Ninety cents, and we 'loafed' half a day.

Q. Was this ninety cents for fifteen or ten days? A. For a week.

Q. Did they not tell you why they kept back ten cents? A. We had 'loafed' half a day.

Q. Are you fined for talking? A. Not often.

Q. Sometimes? A. Not often. I don't think we have ever been fined for that.

By MR. ARMSTRONG:

Q. Does the foreman sometimes beat you? A. No; he only struck me once.

Q. What had you done? A. It was because some of the cigars were too short, and I thought they were useless and threw them aside; but I was told they were still good.

Q. What did he strike you with? A. With his hand. ...

ALPHONSE FOURNIER, Cigar-maker, Sherbrooke, sworn.

By MR. HELBRONNER:

Q. How old are you? A. Fourteen years and four months old.

Q. How long have you been working at the cigar factory? A. A year and a half.

Q. Were you hired by written contract? A. Yes, sir.

Q. Was it your father signed the contract? A. Yes, sir.

Q. Is your father in Sherbrooke at present? A. No, sir; he is in Montreal.

Q. When did he go to Montreal? A. About two months ago.

Q. Did you accompany your father to Montreal? A. Yes, sir.

Q. What happened when you went to Montreal with your father? Will you tell the Commission what occurred at that time? A. We left Sherbrooke because our wages were not high enough. They had promised to give me two dollars the second year. My father said that was the agreement they had signed.

Q. And how much did they actually give you a week? A. We worked by the job, and they gave me 90 cents, \$1, \$1.50, \$1.80 and sometimes they gave me only 70 cents. Once I got only 40 cents for four days and a half's work.

Q. Can you give any reason for this? Did they impose fines, or was it because you did not do work enough to earn more? A. We did work enough, but they fined us for stock. They accused us of wasting it.

Q. When you were fined, were you informed of it at the time?

A. Yes; they told us of it.

Q. Why did you return here from Montreal? A. They came for us. A policeman was sent after us, and they brought us back.

Q. Were you brought before the Recorder in Montreal? A. Yes. A policeman brought us. We were working at Mr. Fortier's in Montreal.

Q. Then you returned here? A. Yes, sir.

By MR. BOIVIN:

Q. Do you work in the same place at making cigars? A. Yes, sir.

Q. How much are you paid now? A. I get \$1.10, \$1.25, \$1.40 a week since we came back from Montreal.

By the CHAIRMAN:

Q. Is your father still in Montreal? A. Yes, sir.

By MR. HELBRONNER:

Q. Are you boarding now? A. Yes; I board at my sister's here.

Q. Do you pay for your board? A. Yes, sir; I pay \$1.50 a week.

Q. Do you owe her anything? A. Yes, sir; I owe her a good deal on my board.

Q. Where was your contract signed? A. At Mr. Archambeault's, the notary, here in Sherbrooke.

By MR. BOIVIN:

Q. Is there any saving in tobacco now or do they still lose?

A. There is still a loss. I have been ill-treated by the foreman. I have been kicked by him, and been given blows on the head.

Q. Who struck you? A. The master, and the foreman as well. There are two masters, but I mean Charles Nutler.

By MR. HEAKES:

Q. What did he strike you with? A. With his foot.

By MR. HELBRONNER:

Q. Is it long since you were beaten? A. About three years.

Q. What had you done? A. I was playing in the passage when he came in and kicked me.

Q. Did you ever see other children beaten? A. Yes, sir.

Q. Many? A. A few, yes, a good many. And by the present foreman.

By MR. ARMSTRONG:

Q. Did the children cry when they were beaten?

A. Yes; one cried. ...

ST. HYACINTHE

MAURICE BOAS, St. Hyacinthe, Manager of the Granite Woollen Mills, sworn.

By MR. HEAKES:

- Q. How many people have you at work in the Granite Woollen Mills? A. In the neighborhood of two hundred inside, and over one hundred outside.
- Q. How many of these working people, inside, would be females? A. I have never referred to these statistics, you might ask them from the secretary-treasurer, who is present.
- Q. Would you kindly tell us what are the conditions under which the operatives, in your factory, are working for you? A. The regulations are laid down in printed form, and posted up in the factory. They are also on our pass books. ...
- Q. Is there any other form of contract besides these rules, which is entered into between the employees of the mill and the Company? A. No.
- Q. Will you tell us whether these rules are read to every employee of the Company? A. No. They are never read to anybody.
- Q. Are all your employees able to read and write? A. I do not know.
- Q. You state here in these rules that any employee not conducting himself or herself properly, or not obeying orders, may be fined by the overseer of the department or dismissed immediately, in which case, however, the wages due such employee, shall not be paid before the regular pay day of the other help. Why should they be compelled to wait until the regular pay day of the other help? A. Certainly. That is correct. I do not know the capacity of the Court for the management of business, but we know our own affairs and we think we can manage them in a way most suitable to our own interests, and the interests of our hands without outside interference.
- Q. Will you give any reason why a person should not receive the money due him when he has completed his contract – when the work is done? A. Certainly, there are many reasons. One is in order not to cause additional trouble in making up the pay list there and then, and then we would not wish to pay them if they were liable to further deductions. Very often help is troublesome, and I suppose, as business men, you know (any of you that have

the care of a large firm) that it is not customary to pay people you are discharging before the regular pay day. I do not confine myself to this line of business, but to any line of business. ...

- Q. Your Company objects to employees standing outside the factory, when they are not engaged in work, and for the infringement of this rule they are fined twenty-five cents for each offence? A. Yes; for the reason that they are in the habit of smoking, and that endangers the buildings. In fact, it was found imperatively necessary to have such a rule, as one of the precautions against fire. We have no objection to their standing about, and smoking, provided they do so at a reasonable distance from the factory so as not to endanger the buildings.
- Q. Is a fine imposed if they stand on the street. It says, employees will be under penalty of a fine of twenty-five cents, if they stand around the entrance to the factory. Does that include entrance from the street? A. It means the entrance to the factory. That does not require any explanation. The entrance to the factory, is not the street. They are not to stand about the entrance to the factory.
- Q. Then, you have not fined them if they are on the street, at the entrance to works? A. We do not want them near the entrance to the factory. We have found it very dangerous for them to smoke around the factory. We have requested them not to do so, and that had no effect on them, so those few who will do so have to suffer the penalty of their acts. ...
- Q. How many hours a day do the operatives work on the whole — on the average? A. Ten hours, and on Saturdays we close at four o'clock. As I told you before, they are changed sometimes; it is according to the rules and regulations of the Company.
- Q. Do any work more than ten hours a day? A. Yes; some of them.
- Q. Can you tell us the hours they work overtime? A. Two hours; sometimes two hours and a half.
- Q. What is the rate you pay for overtime? A. They are paid at the same rate as any other time if they are allowed to work at all. It is entirely a benefit to them, and a benefit required by them, to work overtime in our factory.
- Q. Does your mill, at any time, work all through the night?
A. We do not now.

- Q. Has it been the practice, within recent date, to work all night?
A. We have worked all night some months ago.
- Q. And then when you had men working all night, was that owing to an extra press of work? A. It was owing to an extra press of work and for other reasons.
- Q. How was it that the mill worked all night? A. Because it suited our business.
- Q. I think you told us a little while ago that the men were standing idle at times and that what work you had to do, you were able to do in the day? A. Did you ever work in a woollen factory?
- Q. Yes. A. When?
- Q. A long time ago. A. Yes; it must have been a long time ago. It certainly could not have been very lately or you would not put such a question. Sometimes we are more busy than at other times, that is my answer, and we work in our factory at such hours, and for such times, as will best suit our business.
- By MR. HELBRONNER:
- Q. Are you acquainted with the law concerning masters and servants? A. Yes; I am fully acquainted with it.
- Q. Why, when your servants leave you, do you not seek the redress afforded you by this Act instead of keeping their pay? A. For the reason that we manage our affairs properly to suit the requirements of our business.
- Q. Do you believe the law is made for your factory? A. Certainly; but there are reasons for which we have got these rules, and we infer that they are such as to make it naturally possible to run our factory in our own way. We infer that they are in full conformity with the law, and we consider them sufficient for the satisfactory running of our business.
- Q. Do you believe the interests of your shop are to be put before the interests of the law? A. The rules of our factory conform with the spirit of the law. We treat our men humanely.
- Q. And you believe, in accordance with the law? A. Well, you gentlemen seem to have an idea that we are in conflict with our help, and that they have not been fairly treated in our factory. Now, in our factory they are well treated — they are as well treated as in any other factory in the country. That is our belief; and I will say this: that you have not seen proof to the contrary.

Q. Do you know the fourth section of the 'Master and Servant Act'?

A. I do not study law like a lawyer. I am well acquainted with the spirit of the law.

Q. So you declare yourself the only judge to know whether you must keep the pay of one of your hands or not? A. We claim to be masters of our own actions, and that every one of our actions is subject to be enquired into by the law, and that any help who may consider that they are unfairly dealt with, know how to deal with us in the law courts. ...

By MR. BOIVIN:

Q. Are you acquainted with the machinery in your factory? A. Yes.

Q. Is there any of your machinery that is dangerous to some of the mechanics there? A. No, none.

Q. Is it true that a man got his arm cut by a piece of machinery a little while ago, or a few months ago? A. Yes, there was.

Q. Tell us what occurred?

By the CHAIRMAN:

Q. I would ask if the case is in Court? A. We have notice that it is in Court. Then you cannot go any further. ...

4 NEW BRUNSWICK EVIDENCE

ST. JOHN, N.B.

...

GEORGE McAVITY (T. McAvity & Sons, Brass Founders), called and sworn.

By MR. FREED:

- Q. What class of goods do you manufacture? A. All classes of gas-fitters' and plumber's supplies.
- Q. How many men do you employ? A. I think we employ somewhere in the neighborhood of 110 and 115 at present.
- Q. Are these all skilled hands? A. No.
- Q. What wages do you pay to your skilled hands? A. They would average from \$1.50 to \$2 a day.
- Q. And how much do the unskilled hands receive? A. According to what they are worth; we have always a number of apprentices on hand, and they start at \$1.50 a week, and after they have worked two or three years they command men's wages. We have some boys who have only been working for us for two years who are earning \$8 a week and some who have been working five years that do not earn so much. There are so many machines used in our business now that we do not require so much skilled labor as we did years ago.
- Q. At what age do you take on these apprentices? A. Fourteen or fifteen years.
- Q. And what do unskilled laborers earn? A. One dollar and seventy-five cents a day. Such men as furnace men we could get at a little less, but we pay them the same; our men work fifty-two weeks in the year.
- Q. Have you any unskilled hands earning less than \$1.75 a day?
A. We have a number of unskilled hands who only earn \$1 or \$1.25.
- Q. Is your occupation considered unhealthy? A. I believe it is called unhealthy, but I do not think it is. The custom of considering the business unhealthy arose from the fact of foundries being carried on on the old English custom, where the moulding and finishing shops were not separated. Here, both in the United States and Canada, the moulding shops are separate from the finishing shops.
- Q. Is that the case in your establishment? A. It is.

- Q. Where do you sell your goods, as a general rule? A. We sell most of our goods in Ontario.
- Q. Are not freights from here there very high? A. Freight is high, but we offset that by our expenses being lower here. After the great fire of 1877 the only question we considered was whether we should locate ourselves here or go to Ontario.
- Q. What determined you to stay here? A. The price of coal here, no labor troubles and fit material. We can buy a greater amount of old material here than we could get inland. ...
- Q. Are wages lower in St. John than in Ontario — in your line?
A. I think we can get men easier here than there.
- Q. Were your workmen all St. John men? A. Yes.
- Q. Do you educate most of your own men? A. Yes.
- Q. When a boy finishes his time can you give him employment at his trade? A. When a boy finishes his trade we can give him employment, but most all of them, after their time is out, go away to the States. Every year we have perhaps half a dozen boys leaving us in that way.
- Q. Do any of the boys that go to the United States come back to you? A. Quite a number; some of them do.
- Q. What reason do they give for coming back? A. Well, some say the weather is too warm in summer for them; others complain that the work is too hard, and some say they want to get back home; we had a man come back to us last week who had been away for ten years.
- Q. Did he act as if he was glad to get back? A. Well, he must have been glad to get back after being away so long.
- Q. What wages would such a man earn in the United States? A. Two dollars and fifty cents a day. ...

JOHN H. PARKS, Manager Cotton Mills, St. John, N.B., called and sworn.

By MR. WALSH:

- Q. What business do you follow? A. I am the president and manager of the St. John Cotton Mill, and also of the New Brunswick Mill.
- Q. How many hands do you employ, all told? A. I think we employ 500 in the two mills. There are about 300 in the New Brunswick Mill and 200 in the St. John Mill.

- Q. How many of that number would be full-grown operatives?
A. I do not know as I can tell you that.
- Q. How many of them would be children or young persons?
A. I could not answer that question properly or very correctly. There might be a quarter of them; perhaps it is possible that a quarter or a third would cover the amount.
- Q. What are the average wages that you pay to your youngest children? A. I could not say.
- Q. What are the ages of the youngest children employed in your mills? A. There are none allowed to be taken in the mills under twelve years.
- Q. Has there been a law passed regulating that matter in New Brunswick? A. There is no law in that respect, but that is our rule. There was a factory Act passed last year, but it is not in operation yet.
- Q. What wages do you pay your operatives? A. They get from \$6 to \$30 or \$40 a week.
- Q. I mean what do you pay your men hands? A. They run from \$6 to \$10 a week; foremen get from \$10 to \$40.
- Q. What do the women earn? A. The women's work is mostly piece-work, and depends largely upon their skill, but I think \$3 or \$4 would be the lowest; some of them earn \$7 or \$8 a week, and a few go a little higher.
- Q. What wages do you pay to the children? A. Well, they would earn all the way from \$1.50 to \$4, according to their ability.
- Q. Have you ever had any labor difficulties with your working people? A. I never had any trouble at all.
- Q. Do you impose any fines in your mills for dereliction of duty?
A. Certainly.
- Q. Could you tell us how these fines are imposed? A. I could not tell you that very well; it is a matter that does not come under my notice; they are all trifling fines, and are imposed for lateness and inferior work, but they do not amount to very much. Where a large number of people are employed in a mill you must have strict discipline. I insist upon having everything in our mill done systematically, but I have never heard any complaint concerning these fines.
- Q. Have you ever heard of any harsh treatment to the children in your employ? A. I have never heard such a complaint.

Q. Have you ever heard of any harsh treatment being administered to the children by those who oversee them? A. Nothing of that sort has come under my notice, and if anything of that kind was going on I would be sure to know about it, because I am always about the mills, and am prepared to rectify any harshness or wrong-doing. In fact, I never heard of such a thing in our mills. Our foremen are the responsible men, and if the hands do not do as they ought to when directed by them they do not stay with us. ...

By MR. FREED: ...

Q. When do you pay your hands? A. I pay them Saturday at twelve o'clock.

Q. For the week ending then? A. No; for the week ending the Wednesday before.

Q. Do you find any difficulty in paying your hands weekly wages? A. No; I think it is the proper thing to do. It makes very little trouble in the office, and a clerk can fix it up in a very short time. I think that all working people should be paid weekly, and I would like to see that principle embodied in the Factory Act. ...

Q. Are the operatives required to sign an agreement before going to work? A. No; we used to require that, but we have discontinued that custom.

Q. Is any part of the wages of the hands confiscated in case they leave the mill without giving notice? A. Yes; if they leave without giving two weeks' notice their wages are confiscated.

Q. Do you give the operatives two weeks' notice before you discharge them? A. As a rule we do, but sometimes it is necessary to discharge them very suddenly. ...

P.L. CONNOR (T. Connor & Sons), Rope Manufacturers, St. John, N.B., called and sworn.

By MR. WALSH:

Q. How many hands do you employ in your rope-walk?

A. About 110. ...

Q. What kind of material do you turn out in your rope-walk? A. We make large quantities of hawsers, manilla cordage, fishing cordage, and all kinds of bindery twine. We send a great deal of bindery twine to Ontario and Manitoba.

- Q. What wages do you pay to the competent hands in your employ?
A. We pay them from \$6 to \$9 a week.
- Q. What wages do you pay the foremen of the different departments? A. They get about \$10 a week.
- Q. What number of hours do you work? A. Sixty hours a week.
- Q. Have you many boys employed in your factory? A. Quite a number.
- Q. What is the age of the youngest boy you have employed?
A. I think they run from thirteen years upwards.
- Q. How many boys have you in your factory? A. We must have about fifty.
- Q. Do you employ any girls at all? A. We do employ girls.
- Q. What department do you employ these girls in? A. In the spinning room.
- Q. Have you any very young girls at work? A. Some that are about thirteen or fourteen years old.
- Q. Have you many of these girls at work? A. About fifteen.
- Q. What wages do little girls earn? A. They earn from \$1.50 to \$3.50 a week. The salary of the older ones would be \$3.50.
- Q. What wages do you pay the little boys? A. The lowest wages would be \$2 a week.
- Q. And as they grow up are their wages increased? A. Yes; to \$4 a week. ...
- By MR. HEAKES:
- Q. Are your hands compelled to work on holidays? A. Sometimes, when we are busy; we generally work the holidays.
- Q. Is there any penalty attached to those who do not work the holidays? A. We do not inflict any penalty at all.
- Q. When you require the hands to work on a holiday what notice do you give them? A. We go around the night before and ask them to be on hand the next morning.
- Q. Are your hands ever engaged in night-work? A. Yes.
- Q. Do the children work at night? A. Yes.
- Q. How many hours in a day have the children to work constantly?
A. Fourteen hours.
- Q. Would that take place frequently? A. In the spring of the year it takes place.
- Q. How many days together would the children be required to work fourteen hours a day? A. Probably three days in a week.

Q. For how many weeks? A. About twelve weeks.

Q. What extra pay do the children receive for working at night?

A. The same as for the time made in the day.

Q. Do the grown people receive anything extra for night-work?

A. They receive the same rate of wages they are paid in the day time.

By MR. WALSH:

Q. Do you allow your hands any time for tea when they work after hours? A. We allow three-quarters of an hour for tea.

Q. How many holidays do you keep in a year? A. As a rule, we keep the public holidays. We work on Queen's Birthday, but we keep Thanksgiving and Dominion Day. ...

By MR. HEAKES:

Q. Are the female operatives permitted to sit down any part of the day? A. No.

Q. Is their work of such a nature that they cannot sit down? A. It is necessary for them to stand at the spinning Jennies, in order to see that the work goes through all right.

Q. Could not they work at the machines just as well sitting as standing? A. They could.

By MR. ARMSTRONG:

Q. Do you ever hear them complain of being obliged to stand on their feet so long? A. I never heard them complain about it.

By MR. CLARKE:

Q. Where do you find a market for your goods? A. We send our goods all over Canada.

Q. Do you send any goods west of Ontario? A. We send bindery twine to Manitoba. ...

By MR. ARMSTRONG:

Q. Are your hands paid weekly? A. They are paid once a fortnight.

Q. Do they prefer being paid fortnightly to weekly? A. We prefer to pay them that way, because it makes less trouble in the books.

Q. Have you ever taken into consideration the inconvenience that the families of your workmen are put to by being without money? A. The hands seem to be satisfied to be paid that way.

Q. Did you ever hear them ask to be paid more frequently?

A. Occasionally some of them ask for a few dollars on account, and when they do so we always give them some money. ...

JAS. C. ROBERTSON (Jas. Harris & Co.,) Car-builders and Machinists, called and sworn.

By MR. CLARKE:

Q. Are you a member of Jas. Harris & Co.? A. Yes.

Q. What is the business of Jas. Harris & Co.? A. Car-building, general foundry, machine work, and also rolling mill business.

Q. How many hands do you employ in your two factories? A. On our last pay-sheet at the car-works we had 282 men; 152 of them were married and the rest — 130 — were single, and that includes twenty boys. ...

Q. About what are the ages of these boys? A. They range from fifteen to eighteen years of age.

Q. Can you give us any idea of the average rate of wages paid to the different classes of your hands? A. In the foundry and car-works the foreman and superintendent's wages run all the way from \$13 and \$15 to \$24 a week. Carpenters and car-builders get from \$7 to \$10; boys, from \$2 to \$4 a week; moulders on piece-work make from \$10 to \$18; and \$7 to \$12 by the week; boys, \$2 to \$4.50.

Q. Does that cover the entire car works? A. There are also machinists who get from \$7 to \$12 a week; boys, \$2 to \$4. Blacksmiths and men, who get from \$7 to \$10, and helpers \$6. Painters get from \$7.50 to \$9 a week and boys \$2 to \$4; that is in the foundry and car-works. In the rolling mills we have two foremen who get from \$4 to \$5 a day, and to the other men — heaters — we pay \$2.50; rollers, \$2; helpers, \$1.50; to laborers we give \$1.10 to \$1.20 a day, according to the nature of their work.

Q. Do these men all work the same number of hours a day each day? A. As a rule, in the rolling mill the day's work is regulated by heats; eight heats of the furnace generally constitute a day's work.

Q. What time does that consume? A. Sometimes eight and sometimes ten hours. ...

Q. Is that sort of work very laborious? A. It is pretty hard work.

Q. Do you find it difficult to get hands for that branch of labor?

A. Some of our superior men we get from England, but the principal part of our men were those who were brought up with us, and nearly all belong around here.

Q. Are you able to hold the men or do they leave you and go away?

A. As a rule, they stick to the place. I put down a memorandum

of some of the men working in the rolling mill, some of whom have been there thirty years, some twenty-five, twenty, eighteen, twenty-two, twenty-six and fifteen years.

- Q. That is in the rolling mill? A. Yes; in our car-works and foundry there is one man who has been there with us since 1853; that is before my time. There is also one man that has been there fifty-two years, and some others have been there thirty-seven, eighteen, forty-nine, twenty-one, sixteen and twenty-nine years. One of the men's father was there some sixty years ago when the work was started; some others of the men have been there twenty-nine, thirty-five, sixteen, twelve, twenty-one and eighteen years. Those are just some of the men.
- Q. How long is it since the work first started? A. Sixty years.
- Q. Is the business increasing? A. It has increased within the last few years and is steadily increasing.
- Q. Where do you find a market for your manufactures? A. Mostly in the lower Provinces and railways here. Some time ago we sent goods to the upper Provinces, but we could not compete with the car-builders there, on account of the freight. ...
- Q. What iron do you use in the car-works? A. We use pig iron and scrap. The pig iron we get largely from Londonderry. Car wheel iron comes from the States, from the Salisbury region.
- Q. Is there no iron in Canada fit for that work? A. There is an iron made near Montreal, but it does not find its way to this market, for it is largely used by the producers, who are leading manufacturers themselves.
- Q. Where do you get the iron for rolling? A. That we get largely from abroad, for the local supply is beginning to get used up.
- Q. Do you use scrap altogether? A. Yes.
- Q. Do you puddle any iron? A. No; we get the scrap from Germany and England.
- Q. Are the wages of the men fixed by yourselves, or by the men and you in conference? A. We generally fix the rate we can pay and the men agree; there seems to be no trouble, and if there is any complaint we look to the foreman, or he comes to the office with it; but he very rarely does so.
- Q. Have you a fixed rate for each class of men, or do you pay a man according to his individual ability? A. We pay him according to his ability, within a certain range.

By the CHAIRMAN:

- Q. I suppose you know every man in your employ, more or less?
A. If we do not know a man we find him out.
- Q. But you know them individually? A. Pretty nearly all. ...
- Q. Have you any system of fines? A. No.
- Q. If a man comes late in the morning, how do you deal with him?
A. Dock him.
- Q. For the exact time he loses, or any thing more? A. We generally take off a quarter of a day — that is, if he is an hour late we take a quarter off him.
- Q. If he were five or ten minutes late what would you do? A. There is not much said about that; we generally reprimand him. Each man takes a check as he goes in to work, and he deposits the same check as he goes out, and in this way we keep the run of the men and their work.
- Q. Are they pretty regular? A. They are.
- Q. Have you any difficulty in getting men to work the day following pay-day? A. We do, sometimes.
- Q. Is it serious? A. It puts one back, sometimes.
- Q. Does that irregularity extend to many of the hands? A. Not many hands; one or two in a gang. Take the car-shops, where there is a certain gang or crew made up to do a certain work, and if two or three of them behave badly, it breaks up the work. ...

ISAAC G. STEVENS, Policeman, Intercolonial Railway Station, St. John, called and sworn.

By MR. ARMSTRONG:

- Q. What is your occupation? A. I am the policeman and gate-keeper on the Intercolonial Railway Station at St. John.
- Q. What are your weekly wages? A. My monthly wages are \$30 for policeman and \$15 for gate-keeper.
- Q. What are your hours of work? A. From 1st June to the 1st of December, I begin work at 5:15 in the morning and leave off at 10:25 p.m.; during that time I have three-quarters of an hour to dinner and three-quarters of an hour to tea. I find that till the 1st of December that I was at the station on Sundays two and a-half hours, but it was not till the New Brunswick Railway was being run in there that I was kept there on Sunday night. I was at first obliged to be there on the Sunday morning, and I was kept there

without any relief; I thought the time I was there during the week sufficient. During the winter, from the 1st of September up to the present time, I am there from 6:15 a.m. till 8:35 p.m. I have to get my breakfast before going out in the morning, or take it with me; I go to my dinner about noon, and take an hour or an hour and a-half, and then I have half an hour to tea.

Q. Do you consider those hours too long? A. I should consider five hours' sleep too little for any man. ...

By MR. BOIVIN:

Q. Are there many hands who work longer hours than you do?

A. There are two men who work longer than I do; they are baggagemen, and have to handle all the heavy baggage. Their work is a little heavier than mine, but as there are two men to do it they can relieve one another. Their work is pretty nearly as long as mine in the number of hours. ...

PATRICK KENNEDY, Laborer, called and sworn.

By MR. FREED:

Q. On what work are you employed? A. Sewerage and water department.

Q. Do you work directly for the city? A. Yes.

Q. What can you earn per day? A. One dollar and twenty cents.

Q. How many days do you work in the course of the year?

A. I suppose seven or eight months, but from the 1st of January to some time in April we may be required to work on being called out. ...

Q. Have you a family to support? A. Five.

Q. Can you support your family on those wages? A. Just maintain a family on it. Here is a statement of it. This shows:

For a family on \$1.10 a day — seven in family — a man saves, besides the following, 6 cents a day:

	Cts.
Five loaves bread	35
Quarter pound tea	10
Half peck potatoes	12
One quart molasses	12
A pint milk	3
Half pound butter	12
Four pounds fish, at 5 cents	20

The rent has to be paid and fuel has to be bought, and what will be done for wear and tear of house — will 6 cents meet all these demands? I just put that to show how a man can maintain a family on \$1.10 a day; that is a low figure; he has wear and tear of house and fuel to meet and everything else to find in the house; I am not allowing him any meat, only fish, and if he gets meat on Sunday he has to keep it from the grocery, which is not fair to the grocer.

By MR. ARMSTRONG:

Q. Do you provide anything for clothes?

A. No; nor even for boots, or oil, nor tobacco, nor sugar, nor anything like that.

Q. And in case of sickness? A. You see it.

By the CHAIRMAN:

Q. Do you require half a pound of tea? A. Yes.

By MR. CLARKE:

Q. Would none of the seven be earning anything besides the man himself? A. None of them are supposed to be earning; in some cases a girl or boy of fourteen may be bringing in \$1.50 or \$2, and that may help meet some of these demands.

Q. Is there any family of seven but that some would be earning?

A. I have a family of seven and none earn anything for me, and just now only three out of nine are earning.

By MR. BOIVIN:

Q. How much rent do you pay? A. Nine pounds a year.

Q. How much do you pay for taxes? A. Five dollars and eighty-five cents. ...

By MR. CLARKE: ...

Q. Do you know of any man working for the city for less than \$1.10? A. On outside work they are working now for 60 cents, 80 cents and \$1, but that is not for the city; it is on contractor's work.

Q. In corporation work, such as unskilled labor does the board of works make it a special point to give work to residents in preference to strangers or immigrants if they come here? A. Yes; it is the case here. Now, for instance, where I am employed, well, I would get work before a stranger, because I understand the business. ...

JOHN C. THOMAS, Caulker, called and sworn.

By MR. FREED:

Q. Is there much work done in caulking in St. John now-a-days?

A. Not so much.

Q. Is there any new work or repairing of old vessels? A. This summer, when the snow goes off, you will see the grass growing where ships used to be built.

Q. Are there many caulkers employed here? A. There may be half a dozen to-day.

Q. What wages do they receive? A. Two dollars and fifty cents.

Q. About how much employment do you get in the course of a year?

A. Well, \$300 is about it. Supposing I give you a statement, and then you can average it for yourself, and this is for twenty-three years.

(The following is the statement handed in):

1865 amount for year	\$270.55
1866	311.70
1867 (perhaps not quite correct)	220.00
1868	230.85
1869	320.05
1870	337.57
1871	382.16
1872	432.25
1873	458.85
1874	290.86
1875	372.58
1876	340.65
1877	413.25
1878	255.25
1879	245.50
1880	374.50
1881	454.46
1882	471.52
1883	415.38
1884	302.98
1885	427.46
1886	319.23
1887	377.08

Q. Would these be fair, average earnings of a caulker here? A. Yes.

Q. Did the depression begin in 1865? A. Yes.

Q. How many hours a day do caulkers work? A. Nine.

Q. I suppose not many apprentices are being taken at the work now? A. No.

Q. There is no encouragement for them to learn that business?
A. No; and it don't offer any.

By the CHAIRMAN:

Q. All the steamers are of iron now? A. Yes.

Q. Have you any wooden steamers here now? A. About one.

By MR. FREED:

Q. Are caulkers able to find other employment at skilled labor?

A. Some of them can; some of them fish, and some — but very few — can do other work; he may be a block-maker or a carpenter, but as a general rule nobody wants to hire them. There is plenty of labor; I have never done anything else all my time.

By MR. HEAKES: ...

Q. Do you think caulkers are sufficiently paid for their labor?

A. No; we don't get the amount of wages. You can see the wages there for a year, and if a man has to raise a family on that he has to scratch; I have done it for a good many years. You have to be sober, industrious, and so on, and at it all the time you can get.

By MR. CLARKE: ...

Q. Are the caulkers organized at all? A. They are. (Witness produces Act of incorporation, showing them to have been incorporated in 1866.)

Q. The wages that are fixed now — how long have they been at that standard? A. I do not know exactly; I guess some eight or ten years. Since I have been in it there have been rises from \$1.60 to \$2.50.

Q. How are the wages fixed — by the men, or how? A. By ourselves.

Q. Did the caulkers strike in order to get it, or how was it arrived at? A. I most forget now whether we struck or not, but if we did strike it did not amount to much. ...

JOHN THOMPSON (Messrs Thompson & Co., St. John, N.B., Ship-owners and Agents,) called and sworn.

By MR. HEAKES:

Q. Is the shipping business in St. John increasing or decreasing? A. It is decreasing.

- Q. What particular kind of vessels are becoming scarce? A. The large, square-rigged vessels — vessels from 500 tons and upwards. Of course, we are still building some, such as schooners from 50 to 300 tons (register). I do not think we are building so much as a few years ago.
- Q. Is the aggregate amount of freight less than it was five years ago? A. We are sending more to the United States than five years ago, but our export to Great Britain and the continent of Europe has decreased from 220,000,000 and 240,000,000 down to 150,000,000 and 160,000,000; probably our trade is not more than two thirds of what it was five years ago. ...
- Q. Have steamers, to a large extent, taken the place of these square-rigged ships? A. That is pretty hard to say. Last year there were seventeen or eighteen steamers came here; the year before only ten, and the year before that forty or fifty. The reason for that was that the prices of freight have decreased, and so these steamers will not come here if they can get freight any where else. Another reason for the decrease was that the laborers' association increased the rate of wages so high that these steamers would not come here.
- Q. Apart from the question of labor, to what cause do you attribute the falling off in shipping in the port of St. John? A. I think the reason is largely due to the fact of the Baltic producing such large quantities of deals. The second reason is the opening up of small places all through Nova Scotia, the Gulf of St. Lawrence and Quebec from which deals go forward to the old country. From such places as Pugwash, Baie Verte and other small places in Nova Scotia, large quantities of deals went last year to the old country.
- Q. Then you think that the trade has not decreased, but that it is spread all over the country? A. I think that as many deals go forward from the whole Province as ever, but not from St. John. ...
- Q. How much do the laborers get for loading deal? A. \$2.50 a day on sail and \$3 on steam; from the 1st of April to the 1st of November that is the prevailing prices, but during the winter months it is \$2 all round.
- Q. Why are less wages paid for that work in winter? A. Because a good many of the mills are shut down, and the hands do

ship-work during that season; also, because the fishing is poor, and many fishermen are willing to load ships.

Q. Are these men as capable of loading a vessel as a regular ship-laborer? A. I think not.

Q. Do you think they would be worth the same amount as a skilled laborer? A. I do not think so.

Q. Do you not think that the work is more trying in winter than in summer? A. It is. I know they work less hours in winter, for they commence at eight in the morning and finish at four, and in summer they commence at six in the morning, and finish at five.

Q. They are paid for three-quarter time in winter, then? A. They are paid at the rate of \$2 a day. I am speaking of last year, because that was the first time the merchants and the laborers had an agreement between them. Before that time the laborers' society had been charging \$3.50 a day in winter, and sometimes \$5 in summer on steamers. At that time a majority of the well-feeling and intelligent laborers of the community met with the merchants and ship-owners, and agreed that the men should get \$3.50 in summer and \$2 in winter. That agreement is still in force, and the laborers are better satisfied than they were before.

Q. Do you think \$3 a day too much for loading steamers, considering the risk that is run? A. The laborers reduced the rate on steamers \$2 a day, reducing it from \$5 to \$3, and only reduced the rate on sailing vessels 50 cents. I understand that the feeling among the laborers was that they ought to charge on steamers 40 cents an hour; that would be \$3.60 a day; but they decided to leave it the same as last year. There was a strong feeling among some of the laborers to raise it to 40 cents an hour, but they finally agreed to let it rest at last year's prices.

Q. Then, during the summer season there is not much difference between the rates of wages here and Quebec? A. Not much.

By MR. KERWIN:

Q. Is there an agreement to this effect between the laborers and the ship-owners? A. There has been since last season, but that was the first season they had an agreement.

By MR. HEAKES:

Q. How many merchants in St. John are owners or part owners of steamers? A. There are no steamers owned in St. John — that is, ocean steamers.

- Q. I see that it costs less to load ships than steamers. Did that idea come from the merchants or from the men? A. From the men.
- Q. How many merchants in St. John own ships? A. I think almost every family owns more or less in sailing ships. The feeling among the laborer's society, and I think it went throughout the entire community, was that the rate for loading ships should be lower than for steamers, and that any advantage that could be given should be thrown in favor of the ships.
- Q. Did the laborers acquiesce in this high rate for steamers? A. Yes.
- Q. For what reason? A. Partly because it took less time to load the steamers and partly because it was more dangerous.
- Q. Is it harder to load a steamer than a sailing vessel? A. They do not drive them so hard on a sailing vessel as on a steamer; that is, the laborers.
- Q. The loading of deals is \$1.25 a standard on the steamer and 85 cents on the sailing vessel. Who gets that charge? A. The stevedore has that; he gets more in proportion than any other men. ...
- Q. The total amount that is put down to the credit of the ship for labor the stevedore makes out of it? A. Yes; unless he gets it out of the captain. When a steamer comes in port the broker has nothing to do with it. The stevedore goes to the steamer and makes his own bargain with the captain. A steamer pays \$2.25 sometimes; I know that was the case some two years ago, and the captain may get a shave off of that, as the case turns out to be. At the present time the rate is \$1.25 or \$1.50.
- Q. In working for an outside stevedore are the men always sure of getting their money? A. The stevedores are members of the laborers' association. The positions here are peculiar. The merchants have promised to give the men the wages they ask for. There was no complaint made last year of any injustice being done, but before that time although, the rate nominally was \$3 on sailing vessels and \$5 on steamers, still the laborer often had to work for less money, sometimes 15 cents to \$1 lower than the standard price, and that is why the most intelligent of the laborers approved of an arrangement being made between them and the merchants. Formerly the laborer did not always get his \$5 a day, for he had sometimes to pay a rebate to the stevedore.

By MR. CLARKE:

Q. Can you give us any more information? A. The feeling of the port of St. John is that we are losing our business. Agents who used to charge \$6 are now charging \$3 to load. They had a meeting amongst themselves, and their combination was broken up; agents or owners will now undertake the tow for half the rate they would last year. The wharf owners had a combination, too, and put the rates up high; but some of the wharf owners thought that the rates charged were too much, and consequently they reduced the rates of wharfage one-half. The consequence of all this is, that the expenses of a vessel in St. John which a couple of years ago, were \$2.25 a standard, are now reduced to \$1.50. ...

By MR. ARMSTRONG:

Q. Did it have a tendency to create good feeling for the merchants and ship laborers to meet and arrange matters? A. Yes; they looked upon one another as trying to do their best to benefit the community.

Q. Do the merchants pledge themselves to employ no men outside the Ship Laborers' Union? A. They do.

Q. And do the stevedores generally pursue that course? A. They have got to, because the merchants agreed to employ no stevedore who will not engage the union men; therefore, they must carry out the agreement with the merchants or they will never be employed again. These rates for steamers only apply to trans-Atlantic ones and large sailing vessels. Any one can go on and load a schooner.

Q. Can you tell what are the average earnings of a ship-laborer in the port of St. John? A. Some of them claim that they get about \$300 a year; some skilled men can earn \$400, and some go down as low as \$225, but \$300 would be a fair average all round. ...

By MR. CLARKE:

Q. What is the reason that no wooden ships are built here now? A. Because of iron sailing and steamships, which are being produced much more, chiefly. They do three and a-half times as much work.

Q. What is the difference between the wooden and iron ships when ready for sea? A. The wooden ship could be built at a cost of £8 ready for sea and the iron ship would cost £9 to £10. I suppose that in Liverpool and in Glasgow an iron ship would cost £10,

while on the east coast of England you could get one built for £8. 10s. or £9. ...

By MR. ARMSTRONG:

Q. Does the increase in the building of iron have a tendency to do away with caulkers and riggers in the port? A. All shipping agents look upon the shipping in St. John as being used up. I do not believe that there will be a large square-rigged vessel built again in St. John; a man would be very foolish to do so. The employment for ship-carpenters and caulkers is dying out. The only employment they can get now is in repairing ships, much of which work is done in St. John just now, a great many ships coming here for repairs since the port charges were lowered. ...

By MR. FREED:

Q. What is the carrying capacity of an iron vessel as compared with a wooden ship of the same measurement? A. Our wooden vessels carry more. Take the exports from San Francisco as showing the quantity shipped by the iron and wood sailing vessels, and you will find that the wooden ships carries by far the most. They are the more buoyant, and they carry seven and a-half times more than the American shipping vessel — that is, our wooden ships carry more than the American ones. Their ships are built of oak and ours are built of spruce, and ours are therefore more light; but the iron steamers being built every year, and with all the latest improvements, such as exhaust engines, where you use your coal over and over again, are our greatest competitors; so that it is useless to expect to run them out. In fact, the day for wooden ships is about played out; it is only a question of two or three years. ...

SAMUEL SCOFIELD, Ship-broker, called and sworn.

By MR. CLARKE:

Q. What is your business? A. Ship-broker and agent.

Q. Can you give us an idea as to the relative costs of loading steam and sailing vessels in St. John as compared with other ports in Canada or the United States? A. I think I could. I made some inquiries about a year ago concerning the expenses in other ports, and I found that labor in 1886 ranged in Montreal from 22 to 25 cents; Halifax, 20; Portland, Maine, 35. In those places, that is the same price by day or night. In New York the price ranged 40 cents.

By MR. KERWIN:

Q. Is that for both day and night? A. Yes. Boston by day 30 cents and by night 40 cents. At the same time, in St. John the wages were \$5 a day of nine hours, pay here being pretty near equal to 56 cents per hour. I said about a year ago it was that I made up these figures, but properly speaking those are the wages current in 1886 at all those ports, as well as St. John; so that, in St. John, the cost is nearly three times greater than that of Halifax and nearly half as high again as that of New York, which was 40 cents. The cost of loading deal cargoes in St. John, with general cargoes in these other ports, when compared, would be just in proportion to the above figures, and comparing the cost of loading general cargoes here and in those other ports the difference would be still greater, owing to the fact that we have a rise of 26 feet of tide here, which would add on to the cost of labor as well as wages. That does not apply to deals, as the greater part of them are delivered in scows along side the ship or wharf, and they rise and fall with the ship, so that there is no extra cost in that respect.

Q. Is that clipping which you are reading taken out of one of the St. John papers? A. I am reading you from a letter which I wrote to a St. John paper in answer to a contrary statement which was made by the secretary of the Ship Laborers' Union, and I give these figures and facts as bearing on the point.

By MR. FREED: ...

Q. How do the wages of to-day compare with that statement?

A. I fancy that in other ports they are the same; I know that in Halifax they are the same, and I think if there are any changes in the others it would not be higher. Concerning St. John, I can speak positively and say the wages are lower than they were. Last year the rate of labor was reduced on steamers from \$5 a day to \$2. We made an arrangement for one of the lines of steamers that comes to St. John, and which I represent – the Furness Line, from England – an agreement for one of the St. John line of steamers for \$3 from the 1st of April to the 1st of November and \$3 from the 1st of November to the 1st of April. That arrangement has been in existence up to this time, but is open to be cancelled at the 1st of April. The society has just informed me that they contemplated making an increase in the wages and I

informed them that I could see no justification for it. The rate of freights on deals by steam is 36s. 6d. per standard.

By MR. CLARKE:

Q. Is that by steam or sail? A. Steam; sail is a little higher, so that I see nothing in trade to warrant the increase of wages, for the steamers are not able to bear any more, and so I have informed the society. It seems to me as if they were going to raise the wages to \$5 a day, the same as before, and lower them in the winter. I think, for myself, that \$3.60 is too high, for we think the rate which we have been paying this last year, of \$3 for summer and \$2 for winter, is the best. It looks as though they might take an advantage of us; whatever they agreed to they will keep, and I would be just as willing to enter into an agreement with the union as I possibly could, for I find that they keep their engagements faithfully. The great trouble is to strike a bargain with them. The rate is right for winter but too high for summer. Last year we had to concede to them, for we felt we could not but conciliate them, so we thought we would try their rates. I am also of opinion that the rates should be the same on steamers as on sailing vessels entering into this port. ...

Q. Have you had any labor troubles in connection with the loading of vessels in the port of St. John? A. We have.

Q. Were they settled by consultation or arbitration? A. They were settled in different manners. Sometimes we have gone on and carried our point, and sometimes we have had to give into the labor combinations, but I do not remember of a time when there was an arbitration or understanding arrived at.

By the CHAIRMAN:

Q. How were the troubles finally settled? A. Sometimes we settled it one way, sometimes another; sometimes the laborers had their way and sometimes we had ours. We have had serious trouble. We have had steamers laying at the wharf in St. John, being discharged by what are called outsiders, and also by the crew, interrupted in their work by these society men, because we would not agree to give them their exorbitant demand of \$5 a day. These laborers have gone on the steamer by hundreds, completely crowding her, and terrorizing our men, who have quit work and left us, leaving the steamers perfectly idle. And this is a matter I should like to see this Commission take hold of. There was an Act

passed last year by the Dominion Government, called the Quebec Act, the object of which was to meet difficulties of that kind which had arisen at Quebec. I have seen the Act and think it is very good; but so far as our experience here goes, I consider this Act insufficient for our purposes. It provides penalties and imprisonment with hard labor for a term not exceeding three months, for any person that interferes with laborers about vessels or makes threats, but it does not provide for the difficulty we have experienced in this city. We have had men at work beaten here in this city while at work, and they have been made to go away from our city on account of treatment received at the hands of this laborers' society. This laborers' society, when they wish to prevent any vessel being loaded by outsiders, knock off work on all the vessels in the harbor, and congregate by hundreds, perhaps 600 or 700 on the wharf watching and talking. They may offer no violence to any body, and perhaps say nothing that could be construed into being illegal, but it is a species of intimidation, the effect of which is that these outsiders are so frightened that when they get home, at night they are afraid, and will not come back to work. They are also afraid when going home that they will be attacked. It strikes me that this Act ought to contain a provision to prevent the men massing together in such large numbers with the evident intention of intimidating, for their actions strike terror into the minds of those who are at work on these vessels.

By MR. FREED:

Q. How can you prevent the men from assembling on the streets?

A. We can; our policemen can move people from the streets when congregated together in numbers larger than three. Therefore; we feel that a section of that nature should be introduced into the Quebec Act and enforced. I think it would be the only thing that would apply to those difficulties.

By MR. CLARKE:

Q. Have these labor troubles seriously militated against the port?

A. Undoubtedly they have. We do not object to any man refusing to work for a less rate of wages than he wants to, but we do think that while that is the right of every man that this intimidation and crowding at special wharves is wrong. It is a right that every man has to charge what he sees fit for his services, but we do object to this intimidation in any shape or form, and I think that

the law ought to be so arranged that intimidation of all kinds will be impossible. That is what I refer to; I think that the Quebec law is insufficient in that respect for us here.

By MR. KERWIN:

Q. Did not the members of the Ship-laborers' Union meet the merchants and arrange a scale of prices to be paid by them?

A. Yes; but there was no general meeting; such I would infer from your question. The ship-laborers went around to the different ship-brokers and owners and saw them separately.

Q. It is not the document signed by them separately? A. Yes.

Q. Is it not signed as a joint document? A. Yes; they all signed the same document.

Q. Did the Ship-laborers' Union follow up that document and do just as they stated they would? A. Yes.

Q. Have there been any labor troubles since that document was signed? A. There have not.

Q. Are not the Ship-laborers' society this year following out the terms of that document — is it not true that some of the shipping merchants of this port have signed a document to something of the same effect for the coming year? A. I have heard so; I think that they have signed a document to the effect that they will pay the laborers \$3.60 a day on steamers. ...

By MR. McLEAN:

Q. Are there any ports in the lower Provinces where vessels go to load that they did not five years ago? A. There are several.

Q. And has that not hurt St. John? A. Yes.

Q. And has it not helped to take the trade away from St. John?

A. I think it has. I think the charges here have been the cause of our losing trade, to some extent. The expenses in these out-ports are less than they are here and vessels naturally wish to go to the cheapest port. Parrsborough is a good port, and a large amount of shipping is loaded there. It used to be thought necessary for all large ships to come to a place like St. John for loading, but it was found there was no necessity for it, because a schooner would have to go to the smaller port for a load and bring it here, all of which added to the expense; whereas, the vessel could be chartered from these smaller ports more cheaply. I think this would have come about in any case, because the expense of carrying deals

from these out-ports of St. John was very high, and by chartering direct all this may be avoided. ...

- Q. Are not some ships and other crafts loaded in this harbor by non-union men at the present time? A. There are some little crafts that are, but the ship-laborers let them go by; but it is only small crafts; occasionally a large ship may do so. There is a struggle going on all the time between the union and non-union men, but the greater part of the work is done by the union men. We, in St. John, prefer to work with the union men, provided their rate of wages are only reasonable. Speaking for myself, I would say I consider that \$3.60 a day, not to talk of \$5, is entirely too high to pay for labor, for there is no laboring man can earn that sum of money.

By MR. ARMSTRONG:

- Q. If a laboring man can get \$3.60 a day is it any more than he is entitled to? A. I think that good men ought, perhaps, to get more than that, but there are many causes for objecting to giving that rate of wages. Some of the men are good, intelligent men, and well suited to their work; others are bad, and we do not wish to pay as much to the poorer class of men as to the good ones, but this is just the very thing that the union wishes to force upon us. Our port is getting more favorable for the laboring man every day, and when the Short Line Railway is completed to Montreal, and we get better connection with that city, our men will be better off, and will not have to go away in winter, as they do now, and as many of them have done. I look upon it that the laboring man will have better times here if they do not act un-wisely and frighten the tonnage away from the port; and probably in this respect the union might do good service, but these intimidations and strikes kill their own business.
- Q. When you talk about these laboring men, do you mean to say that you expect them all to be first-class men? A. They might be all good deal stowers; some might be stronger than others and better able to do a day's work.
- Q. Do you think that if these men had continual work all the year round, as other mechanics have, that they would charge so much a day? A. Perhaps not; I think not. I think part of our trouble arises from the fact that our work is not steady and that there is a great deal of broken time in the winter. ...

By the CHAIRMAN: ...

Q. Do you consider \$3 too high wages for a steady and industrious ship-laborer? A. We consider that to be fair wages the way times are.

Q. How much would a man save, pay house rent and keep a family, on \$300 a year? A. I do not think he would be able to save anything, but I think he could live comfortably in his way.

Q. What do you mean by 'in his way'? A. According to the station of his life — that is, when times are as they are now and many things are cheap.

Q. Do you consider \$300 a year good wages for a ship-laborer?

A. I consider them to be fair wages. ...

By MR. CLARKE:

Q. Could you suggest any means to the commission any system of arbitration, whereby these labor troubles might be avoided? A. Of course, if arbitration could be made compulsory by law it would be all right, but I do not see how you could interfere with the rights of the subject; because, if a man chooses to ask a certain rate of wages Parliament will never interfere with him doing so. Every man has a right to ask whatever he likes for his services, and the only extent that Parliament can deal with this matter is by preventing unlawful combination or combinations, which act injuriously to trade. I have indicated one way in which I think they could remedy this evil. This Act before me (Quebec Act) was got up by some gentlemen to meet existing labor troubles there, and with a little amendment it might be made to work in St. John. We have an Act passed by the New Brunswick Legislature which is very good to a certain extent, but I do not see what it can do beyond preventing these combinations by law from doing overt acts. ...

By MR. FREED:

Q. When you speak of any Legislature making combinations illegal, do you refer to trades unions? A. I mean laborers' unions, such as we have here, for I suppose that was the only thing I was asked to reply to.

Q. Do you think that Parliament ought to make it illegal for any body of men to associate together to protect their own interests?

A. I think they ought to be allowed to do that, but where they intimidate other men from working, that ought to be prevented

and, those sort of intimidations should be stopped in all their various forms.

- Q. If they ask the privilege of assembling together and offer violence to no one does not the law protect those persons and punish the guilty if they are discovered? A. Yes; this Quebec Act covers that ground.
- Q. Then you say that at present the police authorities have power to prevent any illegal assembly and compel persons to move on the street? A. I think that our police have authority to that effect.
- Q. What other power is necessary to deal with cases like you have in view? A. I think that the Quebec Act ought to have provisions in it dealing with such troubles as we experience with the Ship Laborers' Union in St. John.
- Q. What power has charge of the police regulations? A. I suppose the police regulations are made by the local authorities.
- Q. Do you think that the Dominion Government has power to give the police authority to interfere with any assemblages that do not go so far as to offer violence to people? A. I think the Dominion Parliament is supreme, and can do anything.

By MR. ARMSTRONG:

- Q. Cannot a man who commits an overt act of an act of intimidation be punished by the common law? A. Yes.
- Q. Is not that the law of the land to-day? A. Yes.
- Q. Do you require a special law for that purpose? A. No; I would ask for this Quebec Act to be amended. There is no law to punish men who congregate in large numbers, crowding the wharf.
- Q. What do you call large numbers? A. Five or six hundred people; the mere fact of their being there on the wharf intimidates the men who are working; so I do not see but what there ought to be a law passed to stop that practice. ...

By MR. KERWIN:

- Q. Would you want to apply that to a political meeting? A. That is a matter that might require consideration; I am speaking about the laborers congregating in large numbers on our wharves.
- Q. Do you approve of the plan that the laborers have adopted of holding a meeting every year, between themselves and the merchants, and fixing the rate of wages to be charged for the ensuing twelve months? A. That is a very good plan, and the great majority of the merchants agree to their demands when they are

at all reasonable, but I think the wages the men are asking this year are unreasonable, for \$3.60 a day all the year through is too high. ...

MICHAEL KELLY, Secretary Ship-Laborers' Society, called and sworn.

By MR. KERWIN:

- Q. How many members are there on your roll? A. About 420, I think.
- Q. How long has this union been in existence? A. About twenty-two or twenty-three years.
- Q. What are the wages called for by the union for ships last year? A. Two dollars and fifty cents.
- Q. How many hours' work? A. Nine hours.
- Q. And for steamers? A. Three dollars for the same hours.
- Q. For the same number of hours? A. Yes.
- Q. And in winter? A. Two dollars.
- Q. For ships? A. Yes.
- Q. And for steamers? A. The same rate.
- Q. Last year did the union fix the rate of wages themselves? A. We entered into an agreement with the merchants.
- Q. Before that time? A. We fixed our rate at \$2 from the 1st May, and then we fixed it at \$2.50, according to agreement.
- Q. Were there any strikes or misunderstandings between the union and the merchants when the union made the prices? A. Yes; there was a strike in the spring.
- Q. I understand the merchants and the union now meet every spring and settle the wages for the coming summer and winter? A. The merchants and the men of the union?
- Q. Yes — or the officers of the union? A. They have not done it till last year; that was the first agreement entered into.
- Q. Do you find this arrangement most satisfactory to both parties? A. Yes.
- Q. How? A. It is quite a benefit to all parties concerned — it keeps down strikes and demonstrations, and one thing and another.
- Q. Then, you have made arrangements for the coming summer season? A. Yes; some of the same men signed the agreement last year.

Q. How many merchants have signed that agreement? A. I think there are six now.

Q. What will be the arrangements for the ensuing summer? A. Two dollars and fifty cents a day on sailing vessels up to the 1st November from 1st April, and \$3.60 on ocean steamers loading and discharging.

Q. And in winter? A. Two dollars a day on sailing vessels, and the summer rate on steamers for the year before the 1st of April.

Q. For the same number of hours? A. Yes.

By MR. FREED: ...

Q. Do you ever work at ships on Sunday? A. Very seldom — only in cases of necessity; if a ship were water-logged and the cargo in danger, or something like that, we would work to save the property. ...

By MR. KERWIN:

Q. Have any accidents occurred among the members of the union since the introduction of steam? A. Yes; several; two or three men have been killed.

Q. How did it occur? A. In one case the deals dropped out of the iron sling; one man was drowned off the lighter or scow; they generally use a chain in hoisting lumber aboard, and the chain swung and chucked him off the scow, and he was drowned, and another man was killed in the hold.

Q. How often are the men paid? A. Every Saturday evening.

Q. Do you ever have any trouble in receiving the money that you earn now? A. No; at present we have not; but sometimes there is a dispute between the stevedore on the extra time for work, but it is generally settled by the society.

Q. Do you believe the use of steam has shortened the hours on steamers, or are the hours shorter now on steamers using steam than formerly, when everything was worked by hand? A. It is according to what kind of boats you have to work at; some are handier to load than others; those with bow-ports are easiest; some are loaded handier with manual labor than by steam power.

Q. Vessels with side-ports or doors would be loaded quicker by hand? A. Yes.

Q. Do these men contract to unload the steamers? A. Yes.

Q. Do you think it would be an advantage to the owners to pay for the work actually done and pay for their own foreman, for the

time, and so be the means of reducing the large amounts put down to labor? A. Certainly it would — it would be a benefit to ship-owners and merchants; of course, it would save the stevedore, and he has to get a certain amount of money out of the vessel, and sometimes more than the other men; it has occurred that way in several cases, and it would be a great saving if they employed a foreman and paid him by the day and employed the men themselves.

- Q. Are there any particular numbers required in gangs? A. There is no particular number; they can put as many as they like; they employ sometimes as high as thirty-five or forty, just according to the size of the steamer and the time they have for putting her cargo in.
- Q. Are the men working at stowing deals and the men handling them outside, and the men in the scows, all paid the same rate? A. They are all paid the same wages.
- Q. How many men are in a gang when loading timber in sailing ships — I mean, what would constitute a gang to load a ship — is there any particular number fixed? A. From sixteen to twenty men on a ship of 1,000 or 1,200 tons.
- Q. The swingers, the stagers and the winchers are all paid the same rates of wages? A. Yes; every member of the society receives the same rate of wages. ...
- Q. Are union and non-union men in the habit of working together on ships? A. No.
- Q. Are no vessels in this port loaded by non-union men? A. They load a good many schooners — coasters — and sometimes a square-rigged vessel, a barque or a brig, or a barquentine, or vessels like that — that are consigned to the offices they are working in.
- Q. Do the union men ever interfere with these men? A. Never.
- Q. Did you ever work longer than nine hours a day — how many hours would be the longest a gang would work a ship by steam? A. Nine hours.
- Q. Never more than that? A. No; if they want to work at night they must take a night-gang — they must take a separate gang from the day-gang.
- Q. Is there a scarcity of men at any time of the year? A. No; not any, and there has not been. There has been no scarcity this last year.

- Q. Is there a surplus of men here in winter? A. Yes.
- Q. Is that the reason why wages are so low in winter? A. They make a reduction of wages in winter from slackness of work — that is the principal reason; and another reason is that the deck-load law comes into force then, and that makes that men have to be employed to clear and scrape decks &c — that kind of thing, and one thing and another like that; and then freights are low.
- Q. You have been working on ships for some time? A. Yes.
- Q. Do you not think that a ship-laborer earns his money harder in winter than he does in summer? A. I think he does — yes.
- Q. The stevedore has the privilege of employing any class of union hands he chooses? A. Yes.
- Q. Is there any antagonism in your union against capital?
A. No. ...
- Q. Do you know or can you tell us how much a ship-laborer would receive here, in this port, working in the twelve months? A. There are some ship-laborers luckier than others and get a great deal more than others; some might get \$100; some might make \$150 and some \$200; but there were few last year that went up to \$300.
- Q. Do you know any ship-laborers in this port who own their own houses? A. No; I do not know of any; there may be exceptions, but they are very few; I never saw one retiring from the business. ...

By MR. BOIVIN:

- Q. Do the men who work at loading ships in summer do other work in winter? A. No; there are very few of them ever do any other work; some have to leave here in winter and go elsewhere to do something; some go to the States and outside to work.

By MR. FREED: ...

- Q. How long is it since the strike you spoke of a short while ago?
A. We had a strike last spring.
- Q. How was that settled — by compromise? A. Yes.
- Q. The men and the merchants came together and talked the matter over? A. Yes; it was not for wages we struck; we struck because of the stevedores. They met in a body, drew up an agreement or document and brought it to the merchants to get the merchants to pay the men by the hour — to introduce the hour system and to pay 25 cents an hour; wages in spring were, only \$2 and we struck against the principle of the hour system.

Q. How was it settled? A. In this way, that we kind of compromised the matter with the merchants and agreed to take the pay I have stated before, and as shown by the agreement.

Q. Has a good feeling existed between you since the strike was over? A. Yes.

Q. Why do not union and non-union men work together on the same vessel? A. The society would not allow non-union men to work with union men. ...

By MR. ARMSTRONG:

Q. How long is it since you charged \$5 a day? A. In 1884-85, I think, and they struck for \$5 in the spring of 1886.

Q. What was the cause of the decrease? A. I suppose the men wanted a higher rate of wages; they could not live on the wages they were making.

Q. My question was, as to what caused the decrease from \$5 to \$3.60 and \$2.50? A. Because there was so much competition — so many idle men, and men now have not the opportunity to get the wages they did formerly.

Q. Did the merchants and the stevedores take advantage of the unemployed surplus? A. Yes; they have done it.

Q. The cause of the difficulty last spring was because you would not work for 25 cents an hour? A. Yes.

Q. Was that for every actual hour you worked? A. Yes.

Q. There is a great deal of broken time? A. Yes; a great deal.

Q. Have you ever known ship-laborers to be on a vessel for two weeks for the purpose of putting in five full days? A. Yes; more.

Q. That is one of the principal reasons why the men objected to work by the hour? A. Yes; they expected a man to be around the vessel waiting for the lumber, and then go to work when the lumber came. ...

JAMES HARGREAVES, Superintendent New Brunswick Cotton Mill, called and sworn.

By MR. FREED:

Q. About how many hands are employed in the cotton mill? A. About 300.

Q. How many of these are females and how many males? A. About evenly divided.

- Q. Of the females, how many are grown up women and how many are what may be termed children? A. I think the children might be about one-fourth of the girls.
- Q. What would be the age of the youngest girl now employed in the mill? A. Twelve is the youngest we have.
- Q. What would be the age of the youngest child you have known to be employed in the mill since you have been there? A. I do not know that we have had any under twelve.
- Q. Have you had any regulation fixing the lowest age that you will permit them to work? A. We have no particular regulation, but we reckon not to go below twelve; if we could avoid it we would not take them under thirteen.
- Q. Those under twelve, or the youngest that you have employed, are they put to work which will require constant attention during the whole of the day? A. No.
- Q. How many hours do you work in the mill? A. Sixty hours per week.
- Q. Are the hours the same on every day of the week? A. No; we work eleven hours on five days and five and a-half on the other.
- Q. How many of the male operatives are grown up boys and how many comparatively young boys? A. Well, I think three-fourths of them are grown up.
- Q. About what would be the age of the youngest boy employed? A. The youngest boy would be about thirteen.
- Q. What wages will a girl of twelve or thirteen receive on entering the mill? A. On entering the mill we have given \$1 to \$1.20.
- Q. Do they work by the week or by the piece? A. By the week.
- Q. How long would they be continued at that wage before receiving an advance? A. Some two or three weeks.
- Q. Then they are able to earn more? A. Yes; we give them according to how they push themselves along.
- Q. How long would they be in the mill before being put on piece-work? A. There are some we put to piece-work when they are three or four weeks, but of course those are grown up girls.
- Q. What would be the average wages of a woman weaver? A. A woman weaver — the average wage would be about \$5.
- Q. When a woman is able to earn \$5 how many looms would she attend? A. Three looms.

- Q. Are there any who attend to more than three looms? Are there many who earn more than \$5 in the weaving room? A. Well, some of the older hands earn as high as between \$6 and \$7 a week.
- Q. About what would be the lowest wages earned by a woman attending three looms? A. About \$4.
- Q. Are there any fines imposed for imperfect work in the weaving room? A. No.
- Q. Are there any fines imposed for being late in the morning?
A. We do impose a fine occasionally for being late in the morning, but it is only counted for time that is lost and that ought to be devoted to their work; if they lose time we take a little for it.
- Q. Do you take for the actual time lost or do you make the time deducted more than that actually lost by the operative? A. I think they lose more time than the money we actually take off.
- Q. Can an operative attend properly to more than three looms?
A. We do not wish them to attend at more than three looms at the class of work we have; ours is fancy shirtings, and not common goods.
- Q. It requires greater attention than inferior goods would require?
A. Yes.
- Q. Are women mostly employed in the spinning room? A. Yes.
- Q. What would an expert spinner be able to earn, on an average?
A. They earn about \$4 a week.
- Q. They work by the piece? A. No; not those.
- Q. Is that the uniform rate paid good hands? A. Yes.
- Q. When they begin working in the spinning room about how much are they able to earn? A. They generally begin as small girls in the spinning room – some twelve, some fourteen years of age then, when we give them, as I said before, from \$1 to \$1.20 for a start.
- Q. How long will they work before they become sufficiently expert, if they enter at fourteen, to earn \$4? A. It would take some two or three years. ...
- Q. At what work are the young girls, for the most part, employed – girls, say of twelve or fourteen? A. They are generally employed in what we call doffing on trostle frames.
- Q. Does that work require constant attention? A. No; it does not take much over two-thirds of their time. ...
- Q. Are you frequently compelled to dismiss those children for inattention, or for any other cause? A. Very seldom.

- Q. Are you frequently required to reprove them? A. Well, we have once in a while to do so, but it is not what may be considered out of the way for young people.
- Q. Are they ever punished? A. No.
- Q. Do you know of a case at all, during your time, of corporal punishment? A. No.
- Q. Would you know of it if it occurred? A. I think I would.
- Q. If you heard of a case where corporal punishment was inflicted would you approve of it — would you permit it? A. No.
- Q. At what work are the small boys mostly employed? A. On helping to doff on the trostle frames. ...
- Q. At what are the men mostly employed? A. In what we call mule-spinning and in the dye-house.
- Q. What does a mule-spinner earn? A. From \$8 to \$9.
- Q. In the dye-house what do they earn? A. Eight dollars.
- Q. Have you any male weavers? A. No.
- Q. Where men and women, or where boys and girls are employed at the same work, do they receive the same rate of pay? A. For the same work.
- Q. Throughout the mill? A. Yes; throughout the mill.
- Q. Have you separate conveniences — separate water-closets for male and female operatives throughout the mill? A. Not throughout the mill; but the principal part of the men, they have separate water-closets — but there are rooms in which the males and females use one water-closet.
- Q. Do you not think that is a matter that ought to be rectified?
A. We have never had any trouble.
- By the CHAIRMAN:
- Q. But you may have had trouble and not know anything of it?
A. There are too many people working there in the same room.
- Q. It has happened elsewhere? A. I have been there seventeen years and there has been no complaint.
- Q. You know that where there are factory laws these things are not permitted? A. I have stated the facts of the case, and these things have never happened. I have worked in mills in England where they had only one water-closet with a greater number of hands, and I think the morality here is as good as it is there and as good there as it is here. ...

By MR. FREED:

Q. Do you train your skilled hands here in St. John, or do you import skilled hands from other parts of Canada or from abroad?

A. We import skilled hands from abroad, but such as we can possibly, we push them along — that is, natives of this place.

Q. Do you make contracts with them before they come to New Brunswick? A. Most of them come from England, of our skilled hands. We make contracts with those we so employ, so far as time and wages are concerned.

Q. They come here under some form of agreement, knowing that they are going to work in the mill and about what pay they are to receive? A. Yes.

Q. Are the wages paid here such that operatives in England consider that they will be bettered by coming here to work for the wages you pay? A. Those that we get out are better, to a certain extent.

Q. Can you tell the Commission how wages compare with wages in England? A. I think they are rather better than they are in England.

Q. Are you able to state how wages compare with wages in Massachusetts, let us say? A. Well, probably the wages would be rather less here than in Massachusetts.

Q. Do you know that, or is it only a matter of opinion with you? A. That is only a matter of opinion.

Q. Is it a number of years since you worked in England? A. Nineteen years.

Q. Are you able to speak positively with regard to the rate of wages prevailing there now? A. Not positively, but we have men there who came out recently, and I have spoken with them, and there does not seem to be much difference, as far as the general rate is concerned.

Q. Are you able to speak as to the persons who come here and get accustomed to the country whether they wish to return or remain here? A. As a general rule, they remain here.

Q. They consider themselves better off here than at home? A. Yes. ...

By MR. ARMSTRONG:

Q. Do any of your hands work at night? A. No; only the night-watchman.

- Q. What is done with the fines taken from the employés? A. It is returned to the office.
- Q. It remains with the company? A. Yes.
- Q. When you engage this foreign labor by contract do you fix the rate of wages you will give them before they come over? A. Yes; as a general rule.
- Q. Do they pay their own passage? A. They have in most cases; in some they have not.
- Q. Who has paid, in the cases they have not paid their own? A. The firm.
- Q. After they came here did the firm deduct the passage money out of the wages? A. They have in some cases. ...
- Q. You say that the age of the youngest girl is twelve — what means do you take for ascertaining their ages? A. We have no means, except asking them, and they, I presume, tell the truth.
- Q. It is only guess work? A. Yes; so far as we are concerned. ...
- Q. Do many of these young women bring their dinner with them? A. Yes; many of them.
- Q. Is there a separate room for them to eat their dinners in to that in which they work? A. They work and eat in one room.
- Q. Is the machinery stopped during the time in which they are at work? A. Yes.
- Q. Is drinking water close at hand? A. Yes. ...
- Q. Do many of the young women pay their own board? A. I suppose they do.
- Q. Do many of them live with their parents? A. Yes; a good many of them live with their parents.
- Q. What would a young woman pay, or what does she pay, for good, respectable board in St. John? A. Well, I think, it is about \$2. ...

ALBERT SUTCLIFFE, Overseer Cotton Mill, called and sworn.

By MR. FREED: ...

- Q. Have you any instructions not to take very young children? A. Yes; I am instructed not to take them under twelve.
- Q. Is there a desire on the part of some people to crowd in children under twelve? A. Sometimes; in a few cases.
- Q. Do you judge wholly by their statements as to age, or do you judge from your own idea, sometimes? A. If I think they are too young I do not take them.

Q. Are there more applicants for work than you have work to give?

A. Yes.

Q. Do children go themselves to seek employment, or do their parents bring them? A. Sometimes the parents come, and at times the children come themselves.

Q. When the parents come with young children seeking to get them into the mill do they look as if they were poor, or as if they were in comfortable circumstances? A. They do not look so bad; they look pretty fair.

Q. Do they look as if they needed the earnings of the children?

A. Some look as if they needed it and others do not.

By MR. ARMSTRONG:

Q. Do you know if the youngsters are able to read and write?

A. Some can write and some cannot; they can all read, I think.

Q. Read print or manuscript? A. Read printing.

Q. Do you know if they go to night-school after work is over?

A. No.

Q. Are there any public night-schools in St. John? A. Not that I know of. ...

MARYSVILLE

ALEXANDER GIBSON, Lumber Merchant, Proprietor Marysville Cotton Mill, called and sworn.

By MR. CLARKE:

Q. The Commission would like you to give some evidence in reference to your lumber industry, as well as the cotton mill.

They would like you to tell about how many hands you employ in the lumber business, as well as their separate wages, &c? A. I could tell you about the quantity of lumber we manufacture.

Q. Could you give us a statement as regards the lumber manufactory? A. We manufactured last year about 25,000,000 of what we call long lumber, deals, boards, scantling and edgings. I should say that we made about 16,000,000 laths and I think about 14,000,000 shingles. It would be quite a job to tell you the number of men we employed in the getting out of the lumber during the past winter.

- Q. Could you just give us an approximate idea? A. I should say that I was within the mark if I named 700 men.
- Q. Would that be the men engaged in making the lumber? A. No; getting out the logs and hauling them.
- Q. And not the manufacturing? A. No.
- Q. That is the number of men engaged in the getting out of the wood? A. Yes; those men I do not pay wages to, for I get the logs by the hundred. I did not hire the men myself, but I got the logs and paid for them by the superficial thousand; but I think their wages were from \$16, \$18 and \$22 a month, and a little more for the teamsters.
- Q. What would the choppers get? A. \$16 to \$22.
- Q. How many stream-drivers do you employ? A. I should say there were 200 men on the stream the past winter driving logs.
- Q. Are they included in the 700 men you spoke of? A. No; I have about 200 men engaged in stream-driving, separate from the other men.
- Q. What wages do they receive? A. Their wages vary according to the class of men; they run all the way from \$1 to \$3 a day, and found. When I refer to the number of men and their wages who were employed in the woods, it is understood that they are found, too — that is, they receive their board. In the saw-mill I think we employ about sixty men, and some more in the lath and shingle machines, and their wages run from \$1 to \$2.50 a day, and they find themselves. In and around the saw-mill we have seventy-five hands all told. Their wages vary; some of the lads in the mill may get \$1, but as a general thing the wages run from \$1.25 to \$1.50. In the brick-yard we have heretofore employed a great number of men, but this year we will not employ so many, for we will only run one brick-kiln, making 1,500,000 or 2,000,000, and will employ about twenty men. We are able to make brick here and send them into the United States and pay the duty; I have already sent four car-loads to that country.
- Q. Did you send them to the northern part of Maine? A. Yes; up to Cariboo. I could not tell you the number of men we employed making the brick, but I should say somewhere about twenty men; we are just commencing in the brick-yard now, and we give to the men \$1.25 a day and to the foreman \$4.

Q. Do you employ any laboring men? A. Yes.

Q. What do these men who operate on the lumber in the winter do after the season is over? A. Some of them are engaged looking after their farms; some of them go to work stream-driving and some in the mill, and some of them find employment down at the railway.

By MR. KERWIN:

Q. Generally speaking, about how many months in the year would they be employed? A. They would be employed in the mill about seven months each year; they will be employed in the winter season in the woods, and some of them do nothing.

Q. You say some of them go to the woods? A. Yes; some go to the woods, and some take a hand at work in the cotton mill, while some do not do anything.

Q. But there is no difficulty in getting employment steady all the year round? A. Pretty nearly so, if they want it.

Q. What hours do the men work in the lumber mill? A. Ten hours a day; the same in the cotton mill, and the same all round.

Q. Do you have a half-holiday on Saturday? A. No; they gain ten minutes every day and knock off at 4:30 on Saturday.

Q. That would be in the cotton mill? A. In the other places, too; we used not to do it, but the hands rather like the idea.

By MR. CLARKE:

Q. How often do you pay your men? A. Well, once a month — What is it, Mr. Googan? — once a month or once in four weeks? (Mr. Googan — Once in four weeks.)

Q. Do you pay your hands in cash? A. Yes; but some of them take goods out of the store; they are not compelled to do so.

Q. It is a matter that is left optional with themselves? A. Yes; I have hired men for the last forty-five years, and I have never hired a man yet for anything but cash; still, there are some of the hands who anticipate their wages by taking goods out of the store.

Q. I suppose that they can buy as cheaply from the store as anywhere else? A. I think so, or else they would not buy there.

By MR. KERWIN:

Q. I presume that the object of the store is for the convenience of the hands, and not for any monetary speculation? A. Yes; we could get along very well without it, but the men in the woods could not get along without it.

Q. How many men are there employed in your cotton factory?

A. I think there is something like 425 hands on the pay-roll. ...

By MR. CLARKE:

Q. What are the ages of the youngest people employed in the cotton mill? A. I could not tell you that.

By MR. KELLY:

Q. Could you give us the number of the operatives you have living in your houses? A. I could not tell you that, but the greater part of them live here.

Q. Could you tell us the number of rooms there are in each house, and the prices paid for the rent of each tenement? A. The best way for us to get at that would be to adjourn up the hill, and then you can see the houses for yourselves, as well as see them and judge for yourselves. In the boarding house I think there are fifty of the hands boarding; I am speaking now from the best of my knowledge.

By MR. CLARKE:

Q. What would a brick tenement of five or six rooms be worth?

A. In the double tenements there are six or seven rooms, and I think we would charge from \$40 to \$50 a year for them. There is a cellar all around each house, and the cellar is divided up so that each house is separate, and they do not come together at all. Each person can have his fuel at the cost of hauling the wood from the mill. A great many of the tenants keep a cow, and some of them have two, for which they get free pasturage.

Q. How much ground is there attached to each building? A. They can farm as they please, and some of them do so and some do not.

By MR. KERWIN:

Q. Have any of the operatives in the mill made money to purchase property of their own, or have any of them money in the savings bank? A. I know that numbers of them have money in the savings bank, and that others have bought a nice farm, and after farming for a little while they have come back to work in the mill.

By MR. CLARKE:

Q. You think that they would prefer to put their money in the savings bank, rather than invest it in real estate? A. I could not say about that, but I am stating what I know to be a fact. I know of men who have worked here and saved enough money to build

a nice house and buy a farm, who, after being a few years on the farm, have rented it and come back to work in the mill again. Old people would rather work in the mill and factory than farm. I know that this whole settlement could be populated if I could give the people the accommodation they want. You see the cotton factory and the mill gives employment to a great many hands, and they give more employment to the families than a farm would. I think there are some families here who earn over a \$100 a month, between what comes in from their own wages and those belonging to their families.

Q. I suppose there is ample accommodation for the people here, without any unnecessary crowding? A. I have never heard any grumbling on that score.

By MR. KELLY:

Q. Is there any system of fines in your cotton factory? A. We did try to fine the hands for bad weaving, but the rule is about obsolete now. I asked the man in the weaving room what he had collected in fines, and he told me \$1.26, and so I told him that he need not collect any more fines.

By MR. CLARKE:

Q. You thought you could afford to stand the loss? A. I think so; that was all we ever fined for.

By MR. KELLY:

Q. Are you particular about the hands being on hand in the morning when you commence work? A. You will have to ask the superintendent, but I suppose they are particular about the hands being punctual on time. I know that I ought to have more houses built here for my hands, but I do not desire to build all the houses of wood, for I have a desire to build them of brick, and would very much prefer to do so.

By MR. CLARKE:

Q. Is your business increasing or decreasing? A. I do not know; we have never found any trouble, so far, to sell all the goods that we make; in fact, we can sell them quicker than we make them.

Q. Where do you find a market for your goods? A. All over Canada – Manitoba, British Columbia, Quebec, Ontario and the Maritime Provinces; we have sent some goods to Newfoundland. We have sent some of our goods to Galt, Toronto, and other Canadian cities.

Q. Do you find that you can compete with the other Canadian cotton mills? A. I believe that they decided to kill me at their last meeting — that is, when the association met.

Q. Are you aware that there is a cotton combination company? A. Yes.

Q. Are you a member of it? A. No; but I believe they passed a resolution at their last meeting to boycott me, and the result has been that I have had a hundred extra looms put in my factory, and I will shortly have them going.

By MR. KERWIN:

Q. Have you had a letter from the association saying that they would boycott you if you would not join them? A. No; but I have had letters from other people.

Q. When your operatives are paid are they paid in full? A. Yes.

Q. Do they receive their wages in cash, or do they have to take orders on the store? A. I do not know whether they get goods in the store or not, but if they get goods out of the store the amount is deducted out of their wages. I know that a great many people go there and run an account, but they are paid in cash whatever is coming to them at pay-day; I know that they go and pay their bills, and that is one of the best evidences that they are satisfied. ...

By MR. CLARKE:

Q. We would like you to give us an idea of the moral standing of your operatives in the cotton mill, as to the habits of the operatives in the cotton mill and the lumber mill in the matter of drinking liquor? A. There has been no liquor sold here since I have been in this place, and if any comes to the place it is brought here in the bellies of the hands from Fredericton, and I am determined that none shall be sold in this place as long as I have the swing.

Q. Did that state of things exist here before the adoption of the Scott Act in Fredericton? A. Yes; the men in the woods are away from all temptation; I really do not know anything about the morality of the women, but I think that, take them all round, they are as respectable as, or are on a par with, any other female operatives in a cotton-mill in the country.

By MR. KERWIN:

Q. In the event of any of your operatives wanting to purchase one of your houses, if he had saved money enough to do so would you

- sell a house to him? A. I do not know about that; I think that I should hesitate about doing so, for the house might be used for a tavern, and a tavern in the vicinity of a cotton-mill would be a dangerous thing to have around.
- Q. You were speaking of the moral character of the operatives, and so I ask you about their intellectual character — have you any means of judging of that? Have the hands any means of recreation afforded them? A. I think the intellectual character of our operatives is good. ...
- Q. Have your hands any means of recreation afforded them? A. We have a church here, and different kinds of graded schools, and as regards their being able to read and write, I think you will find that they compare favorably with any operatives, in their intellectual character, in any other cotton-mill in the country. I think that the girls in the different flats are as intellectual as any I ever saw, and I know several of them who would make good clerks.
- Q. Are there any benefit societies among your people? A. None that I know of; they do not need it here. The most of the people live right here, and they have got homes of their own here, and when a girl gets to understand weaving she can make good wages, and the other members of the family can find employment at our other places. ...
- J.C. McPHERSON, Dyer, Marysville Cotton Mill, called and sworn.
By MR. KELLY:
- Q. What is your occupation? A. I am a dyer in the Marysville Cotton Mill.
- Q. Are you the foreman of the dyers? A. Yes.
- Q. How long have you been employed as the foreman of the dyeing room? A. About a year and a-half, or thereabouts.
- Q. Have you ever worked at the business in any other places?
A. Yes.
- Q. Where have you worked? A. I worked in the St. Croix Mill, and the Hudon Manufacturing Company.
- Q. How do the wages in this mill compare with those in the other establishments you have worked in? A. Very fairly, I think. ...
- Q. Do you hire the help in your department? A. Yes.
- Q. When those small boys come to you looking for work do you ever ask them whether they can read or write? A. No.

- Q. Do you never ask them that question? A. No.
- Q. You do not care or take any interest in whether he can read or no? A. That is immaterial.
- Q. Do you buy goods in the stores of the employer? A. Yes; I do.
- Q. Is there any compulsion used upon you to force you to buy your goods there? A. No.
- Q. Then you buy them there or not, just as you please? A. Yes.
- Q. Is there no solicitation or compulsion used to force you to buy goods there? A. No.
- Q. Do you ever have any trouble with the men in your department? A. I have never had any trouble with the men.
- Q. Do you ever have any trouble with the boys? A. A little, but not much; nothing to speak of.
- Q. Do you ever have to flog, beat or club them, or anything of that kind? A. No; we do nothing of that kind. ...
- Q. You say you have never had any trouble with your men? A. We have never had any trouble with our men.
- Q. Is there any benefit society attached to the mill formed among the men? A. Not that I am aware of; they had such a society here once.
- Q. Was it a benevolent society? A. I suppose it was; I was not connected with it. ...

FRANK WOOD, Slasher-tender, Marysville Cotton Mill, called and sworn.

By MR. KELLY:

- Q. What is your occupation? A. Slasher-tender.
- Q. What particular branch of work do you do? A. The slashing in the slashing department.
- Q. How long have you been employed in this mill? A. Going on three years.
- Q. Have you ever worked in any other cotton mills? A. Yes.
- Q. Where have you worked? A. In the States. ...
- Q. About what is the usual pay received by the men in your department? A. Somewhere about the neighborhood of \$10.
- Q. Ten dollars a week? A. Yes.
- Q. How does this rate of wages compare with the rate of wages given in the same line of business in the United States? A. I should say that they are about the same.

- Q. Then the pay is about the same? A. Yes.
- Q. What is the usual number of hours that you work per week?
A. Ten hours a day; sixty per week.
- Q. What hours did you work in the States? A. I worked eleven hours a day there.
- Q. And the rate of wages would not be any more than you receive now for ten hours' work? A. Yes.
- Q. How long have you worked at the slashing business? A. About nine years.
- Q. Is it a healthy business? A. Yes.
- Q. Are you paid once a month? A. Yes.
- Q. Do you buy your goods in the stores of the proprietor? A. Partly.
- Q. Have you ever been solicited to buy goods in the store? A. No.
- Q. Can you buy your goods where you please? A. Yes.
- Q. Do you get all of your money when pay-day comes round?
A. I get all that is due me, but the rent and the store bill are deducted from my wages.
- Q. Do you get money and go to the store and pay the bill yourself?
A. No; the store bill is kept out of my wages. ...

FRANK WHEELER, Operative, Marysville Cotton Mill, called and sworn.

By MR. WALSH:

- Q. What is your name? A. Frank Wheeler.
- Q. What do you do, Frank? A. I put the band on the hooks on the spinning frame.
- Q. How long have you been working in the cotton mill?
A. About two years.
- Q. Have you ever been to school? A. Yes.
- Q. Can you read and write? A. Yes.
- Q. Can most of the boys in the mill read and write? A. Yes; most that I know can read and write.
- Q. How long were you at school? A. About a year.
- Q. What wages do you get, Frank? A. Sixty cents a day.
- Q. When do you expect to get any more? A. I do not know.
- Q. Are you trying as hard as you can to earn more? A. Yes.
- By MR. CLARKE:
- Q. Are you paid by the piece or the day? A. By the day.
- Q. How old are you? A. Fifteen.

Q. Have you ever been chastised, beaten, cuffed or slapped by any of the foremen for doing wrong, or for not doing your work? A. No.

Q. You have never been ill-used in the mill? A. No.

By MR. KERWIN:

Q. Did you say you were able to read and write? A. I did, sir.

Q. And you learned to do that in a year? A. Yes.

Q. Was it at school that you learned to read and write? A. Yes.

Q. How many years ago was that? A. About five years.

By MR. WALSH:

Q. Do you intend to remain in the cotton mill business? A. Yes.

Q. Do you intend to remain at the business till you become a weaver? A. Yes; I think so.

By MR. CLARKE:

Q. How long have you been working in the mill? A. About two years.

Q. How long have you been earning 60 cents a day? A. About a year.

Q. What did you earn when you first went to work? A. Forty cents.

Q. Forty cents a day? A. Yes.

Q. Did you get 40 cents at the start? A. Yes.

ST. STEPHEN

LOUIS DEXTER, Jr., Assistant Superintendent, St. Croix Cotton Mills, called and sworn.

By MR. FREED:

Q. What business do you follow? A. I am Assistant Superintendent of the St. Croix Cotton Mills.

Q. How many hands do you employ in the St. Croix Mills? A. We average about 630.

Q. How many looms have you in the mill? A. We have 957 looms.

Q. How many spindles have you in the mill? A. About 32,000.

Q. About what is the average run of wages paid to the weavers?
A. They average from \$1 to \$1.50.

Q. A day? A. Yes; a day.

Q. How many looms would those that earn \$1.50 a day run?
A. They would run six looms.

- Q. Have you many who are running four looms? A. Almost all we have are running four looms.
- Q. How much do they earn? A. They earn from \$1 to \$1.25.
- Q. Would they be men or women, or both? A. Both.
- Q. Do the men, as a rule, earn more in the weaving room than the women? A. These that earn those wages in our mill are women – probably for the reason that most of the weavers in our mill are women.
- Q. When a person of either sex comes to work for the first time how many looms would each have to tend? A. When hands first comes to work they will probably get a frame, and they work at that till they can run a number of looms. They first get two or three looms and work them by hand; then they go on until they are able to run four by steam. They have two looms on fancy work and two on plain. The fancy work is plaids and fancy shirting, and the plain work is stripes. On the plain work we have two kinds of weavers who run six looms. There are thirty in the lot and they generally run six looms – everybody else has four looms.
- Q. About what is the age of the youngest person who is entrusted with any number of looms? A. I should say fourteen; very few under that get any looms. As a rule, the average would be from twenty to twenty-five years.
- Q. What do the operatives in the spinning room receive? A. They average according to their ability; they get from 65 to 80 cents a day.
- Q. Do you think that any number of those that you regard as expert hands receive less than 65 cents a day? A. No; I think not; they are paid according to their ability. They first have to doff; there are two classes of doffers, and from the first of these we get our spinners.
- Q. What do you pay your spinners? A. They average from \$1.25 to \$1.50.
- Q. A day? A. Yes; a day.
- Q. Are these about the best paid of the hands? A. Yes.
- Q. These are not foremen? A. They are ordinary hands.
- Q. What would be the age of the youngest of the doffers? A. We have some young boys about fifteen years, but they are almost all twenty-eight years or up; thirty is the average.

- Q. What do warpers receive? A. They receive from 85 cents to \$1 a day, according to the number of warps they run.
- Q. What do slashers receive? A. Slashers receive (it is all according to ability) from \$1 to \$2.10; they average about \$1.50.
- Q. What do dyers receive? A. The dyers receive from \$1 to \$1.25.
- Q. What do packers get? A. The first hands we pay would receive an average of \$1.25; the boys get from 65 to 90 cents; some of them are men and some boys. The boys are about sixteen or eighteen years old; their wages depend a great deal on their ability to work. ...
- Q. What are the hours of work? A. Do you mean from morning till night?
- Q. Yes — from morning till night? A. There are two schedules, a summer and a winter schedule. The summer one is from 6:30 in the morning till 6 at night and the winter schedule from 7 in the morning till 6 at night. In the summer we close at 12 on Saturday and in winter at 4:30 — that is, for six months.
- Q. Do you close down the mill at any period? A. Do you mean do we stop for any length of time?
- Q. Yes — do you stop for any length of time? A. No; we do not.
- Q. Do you impose any fines in your mill? A. We fine for bad weaving.
- Q. Do you fine for nothing else? A. Yes; only occasionally.
- Q. If an operative is late in the morning what is done about the matter? A. We may, if they are late too often, take the time off them.
- Q. Do you do anything more than take off the actual time lost?
A. No.
- Q. Do you close the door of the mill at any hour in the morning, so that the operatives cannot get in? A. We close the door for fifteen minutes.
- Q. How soon after beginning work do you close the door? A. About three minutes before the time of starting work.
- Q. Then if a person came at the time of starting work he would lose fifteen minutes' time? A. Any that come at that hour would be sure to lose fifteen minutes' times. ...
- Q. About what are the ages of the youngest children employed by you? A. About eleven years old.

- Q. What work are these children of eleven employed at?
A. Sweeping and doffing.
- Q. Is doffing work that requires constant attention and application?
A. No; there are times when they can get plenty of work and other times they can rest; it is intermittent work.
- Q. How frequently do you pay your hands? A. Once a month.
- Q. Has it ever been represented to you by the hands that they would like to be paid more frequently? A. I have never heard them complain of being paid monthly.
- Q. Do you think that your hands make these monthly payments extend over till next pay-day, or that they have to get credit between times? A. I think they must make it extend over, for it is very seldom that any of them ask for an advance.
- Q. Do you make advances if asked for them? A. It is not our rule to make advances, except in cases of necessity.
- Q. Do you have any system of punishment for the children in your mill? A. I do not understand you.
- Q. Do you ever flog or whip the children? A. No.
- Q. Would the management permit the foreman or other hands in the mill to flog the children? A. No; they would not.
- Q. Do you have any place of confinement for the children — any place where you can shut them up? A. We have no such place.
- Q. When you pay your hands do you pay in full up to the time at which your pay-rolls are made up? A. Yes; not exactly, though.
- Q. How long after the time at which the pay-rolls are made up are the hands paid? A. The pay-roll ends on the last Saturday of the month, and we pay on the third Wednesday of the following month.
- Q. So that nearly a month elapses after the pay-roll is made up before the hands get their money? A. About three weeks.
- Q. Do you pay in full? A. Yes; we do.
- Q. Do you pay in cash? A. Yes; we do.
- Q. Do you give anything in the way of store orders or goods to the hands as pay? A. Nothing at all. Excuse me — we sell remnants to them if they want them; that is all; it is optional with them to take them.
- Q. Where do your hands come from, for the most part? A. Mostly within a radius of 20 miles.

- Q. Do they come from both sides of the river? A. From both sides.
- Q. What is the character of your help, as a rule? A. Of the men and boys it is exceptionally good.
- Q. Can you speak as to the morality of the women? A. I can say that their morality is high.
- Q. Are you frequently compelled to import labor? A. We are not now. Of course, we are a mill that is only about five years old, and we had to import labor when we started, but is now native people that work for us. ...
- Q. Do you think that the help you have now is as good as that you imported when you started? A. I think our class of help is decidedly better now than it ever was before.
- Q. Do you know if any of your hands own houses? A. Yes; some of them do.
- Q. Many of them? A. They are mostly heads of families that own houses. Of course, in a mill like ours we have a great many hands that come from one family; sometimes a father, perhaps a mother, and two or three children of the same family are found working in the mill, and in some of these cases they would own their own houses. We have a great many girls in our employ who are unmarried, and they either board in houses managed by some of the families of the workingmen or live at home; some of them board in the boarding houses in Milltown.
- Q. What do these girls pay for board, as a rule? A. In the Milltown boarding houses it is \$2.25 a week; in some cases they get board a little cheaper.
- Q. Do the young children who work with you, as a rule, live with their parents? A. Yes.
- Q. Do you know what is the state of education among the young people who are working with you? A. I think I can say it is rather high.
- Q. Do you think there are many working for you who are unable to read and write? A. We find very few of those among our help.
- Q. Do you require them to sign the pay-roll, or anything of that kind? A. When they are paid we require them to sign the pay-roll; very few of our hands we find but can do that, though their ages range, as a rule, from thirteen to forty years. ...
- Q. Do you know of any such thing as a combine of the cotton manufacturers of Canada in the different lines of business?

A. I know of such a thing as the Cotton Manufacturers' Association.

Q. Is your company a member of that association? A. Yes.

Q. The object of that association is to keep up prices? A. They arrange a schedule of prices.

Q. And the other object is to protect yourselves? A. Yes.

Q. Is the general tendency of the combination to make a fair price for goods and to get the cotton made as cheaply as possible?

A. Yes; that has been its tendency.

Q. Is there anything else it aims at? A. It, like all other combinations, has the tendency to break up all outsiders in time; that is the reason why all the cotton factories are not in it.

By MR. CLARKE:

Q. Does the association embrace all the cotton mills in business in Canada? A. It does not embrace Mr. Gibson's mill. ...

Q. Are there any directions given as to what age young children shall be employed in the mill? A. No.

Q. That is a matter that is left entirely in the hands of the overseers of the different departments? A. It is left in their hands.

Q. Can you state what is the average amount of wages paid out by you annually, or monthly? A. The average amount of wages we pay out is about \$19,000.

Q. Is that annually? A. No; that is per month; it all depends, of course, on the number of looms we are running.

Q. Is the pay very satisfactory to the employés? A. I think so.

Q. Have you ever had any complaints made to you about it? A. We have never had any.

By MR. KELLY:

Q. Have you ever had any strikes in your mill? A. Yes; we had one a couple of years ago.

Q. What was the cause of that strike? A. Reduction in the wages of our weavers.

Q. Why is there more trouble there than in any other department of help that you employ? A. I cannot say.

Q. As a matter of fact, is there not always more trouble in that department than any other? A. I think, generally, there is more trouble in the spinning and weaving departments — that is, so far as I know; but my experience is not very wide. ...

Q. Have you any trouble from drunkenness among the hands?

A. Very little.

Q. Do pic-nics interfere with your work? A. We have made arrangements to prevent that, by giving the hands Saturday afternoon during the summer season — the pic-nic season. ...

By MR. CLARKE:

Q. Can you make cotton as cheaply here as they do in the upper Provinces? A. I do not know anything about the management of cotton mills in the upper Provinces, but I do not see why we cannot.

By MR. KERWIN:

Q. How many women have you employed in your establishment?

A. I cannot tell you the exact number, but I should say that one-half to two-thirds of our hands are women.

Q. How many of the girls would there be about the age of eleven years? A. Very few; I think the number would be inside of two dozen.

Q. Would there be many boys of that age employed in the mill?

A. About the same number.

Q. How many of your employés are American? A. I could not state how many, for we are so near the border that they have been coming without our knowing of it much.

Q. Then you cannot tell us what proportion of your employés would be Americans? A. I could not say; if I should guess I should say it would be half-and-half.

Q. Do you ever have any accidents in the mill? A. Yes; occasionally.

Q. Anything of a serious nature? A. We have had one within my remembrance, where a man was killed.

Q. How did that happen? A. He got caught in some of the mill machinery and his head was crushed.

Q. Have you ever had any other accidents in the mill? A. We had one case where a boy fell down an elevator, but he is living; it was a pretty bad blow for him, for he was laid up a little while.

Q. Was anything done by the owners of the mill or their friends after the accidents took place to help the sufferers? A. Yes; in one the mill helped them; in the other case there was not any assistance given.

Q. Which case was it that the assistance was given in? A. It was in the case of the man that was killed.

- Q. How is the ventilation of your factory? A. It is first-class.
- Q. Both in winter and summer? A. Yes.
- Q. Concerning the fines imposed on the employés in your mill – are there any rules posted up in the factory stating what those fines shall be imposed for, or do the overseers impose them at their will? A. The fines are only imposed for bad work, and we do not pretend to fine a person if it is a first offence, but if it is a repeated offence we put on a small fine. We do not pretend to fine for anything that can be easily got over, and only for work that is negligently and carelessly done.
- Q. Do the employés of the mill go to their dinner, or do any of them eat their meals in the mill? A. Some eat their meals in the mill; those that live down in these towns can, if they wish, eat their dinner in the mill.
- Q. Have you a separate room for that purpose, or do the hands eat where they work? A. They eat where they work.
- Q. Have you ever heard of any of the children in your mill being abused, scolded, or anything of that sort? A. I do not know of anything of that kind being done.
- Q. Are there any boys working in the spinning room? A. Yes; the doffers are boys, and the mule spinners, a few of them. Most of the mule spinners are young men from sixteen to twenty years old; they are natives.
- Q. Are they instructed not to go between the moving and stationary part of the machinery? A. They are; we do not allow boys to do that if we know it. It was just this way that the man was killed – by going between the machines when we told him not to.
- Q. Have the wages of the employés increased since the Manufacturers' Association came in force? A. No.

By MR. CLARKE:

- Q. Are the elevators protected with automatic safeguards? A. They are, except where this boy fell down, at the other end of the hall.
- Q. If a person is hurt in the factory does the company pay his expenses or not? A. It depends altogether on whether it is a case of gross carelessness or not, and whether the people are able to help themselves. If the people are not able to pay the expenses, and it is not a case of carelessness, the company will pay the expenses, but in no other case. There is no usual rule followed in such cases.

Q. Would you be kind enough to give us a statement of the wages paid in the last twelve months and the amount of fines collected in the same time? A. In the weaving rooms our fines, I think, came to about \$20.

By MR. KERWIN:

Q. Is the necessary moisture that is required in the spinning and weaving rooms produced by steam? A. It is.

Q. I suppose you know that in some mills it is produced by water? A. Yes. The amount of fines collected in twelve months would be from \$30 to \$90; that would cover all things. In speaking about the wages of the weavers I would say that their average would be \$8 to \$9 a week. You asked a good many questions about the water-closets, so I will draw a rough plan of them and leave it with you. ...

CHATHAM, N.B.

THEOPHILUS DESBRISAY, Foreman for Mr. Snowball, called and sworn.

By MR. HEAKES: ...

Q. How many men do you employ in the lumbering business? A. I think between 300 and 400.

Q. How many of those would be residents of Chatham? A. The greater part of them; I should say three-quarters of them. ...

By MR. CLARKE:

Q. What are gang-men paid? A. There are different grades of gang-men; the head-men get about 20 cents more than the tail-men. The gang-men get about \$1.50 and some \$1.60.

Q. Do tail-men get the same wages? A. No; tail-men get about \$1.30, and then there helpers who get about \$1.

Q. That is the middle-men? A. It is.

Q. What does the head circular-man get? A. From \$1.40 to \$1.50.

Q. What do bed-men get? A. Some get \$1.10; some \$1.20; perhaps some new, ordinary men get \$1.

Q. What do pilers get? A. About \$2.

Q. What do you pay engineers? A. \$2 and \$2.50.

Q. And the filers? A. \$2.

- Q. Is there one in each gang? A. Yes.
- Q. What do you pay lath sawyers? A. The highest we pay them is \$1.30.
- Q. Do you manufacture many laths? A. No; it does not pay to make laths in this market.
- Q. What hours do your men work? A. Ten.
- Q. A day? A. Yes.
- Q. About how many months in the year do you find work for the men in the mill? A. About seven months; from six and a-half to seven.
- Q. Do you work at night? A. Yes; last season we worked for the first time in four or five years.
- Q. What are those men employed at in the winter? A. Some go to the woods, some go fishing and some stay home.
- Q. Are half of the men employed, then, in the winter? A. I think so, and more.

By MR. HEAKES:

- Q. What wages do ship-laborers get in shipping lumber? A. Outside men get from \$1.30 to \$1.40; that was the wages last summer.
- Q. Do you hire the men yourself or do you let the stevedore do that? A. The stevedore employs them; the inside men get \$2.
- Q. What do you pay per St. Petersburg standard for loading vessels? A. I forget what the ships paid; I think \$1.40 a standard.
- Q. Do you know how that compares with the price of the Quebec standard? A. I do not know; I think they ship a great deal cheaper there; I think they are loading vessels for \$1.
- Q. A standard? A. Yes. ...
- Q. How frequently are your men paid in the mill? A. Every fortnight.
- Q. Are they always paid in cash? A. Yes; if they require it.
- Q. Has it been your practice to pay any of the hands in the mill, within the last few years, in due bills? A. If any man of family wanted any provisions, or a barrel of flour, we would give it to him.
- Q. Have the men always asked for these due bills when they have been paid with them? A. Yes; I think so.
- Q. You could not tell us for certain? A. The men are all squared up every fortnight during the summer, and any balance coming to them is paid in cash.

Q. Do they have to take these due bills in the mean time? A. They do not have to; they need not take them if they do not like to.

Q. Is it not a fact that previous to the last season the men were paid in cash entirely? A. No more than it was last summer or season.

By MR. ARMSTRONG:

Q. Do you know if these due bills have been offered to the men in part payment, without their asking for them? A. I do not know of that of my own knowledge; I know that during the summer the men are all paid up every fortnight.

Q. Are these due bills given on any particular store? A. They are given on Mr. Snowball's own store.

Q. Does the company own the store that the due bills are given on? A. It is not a due bill that is given; it is merely an order from the office to give the workmen so much goods.

By the CHAIRMAN:

Q. And these are given whenever needed, but the men are not obliged to take them? A. They are not. ...

By MR. CARSON:

Q. If the men ask for cash as well as due bills would you give it to them? A. Yes; but the other suits as well, for they can get goods from us as low as they could elsewhere, and a man of family might not be able to run a fortnight and wait for his pay, and as he is not able to get credit he might just as well take the order for the goods, as they are as cheap as he could get any where else. ...

D.G. SMITH, Journalist, called and sworn.

By the CHAIRMAN:

Q. What is your business? A. I am a journalist; I was a councillor for this town in the municipal council last year, and during that time I was a member of the alms-house committee and the street committee, and so have a little knowledge of the affairs of the town. I know that a serious agitation was made last year that the police force should be reduced from two to one officer; this was done because it was thought that one policeman was quite sufficient to preserve order in the place. I know that in our alms-house, which is open to the parishes of the county, there were very few paupers last year, and I have not heard of any increase to their number this year; the number at that time was twenty-two.

Q. Are there only twenty-two paupers in the alms-house for the whole county of Northumberland? A. Yes; the alms-house is for the whole county. There are in some of the parishes provisions made for the support of their poor, but that is only done at special times; the number that I have stated are the regular paupers who are kept in this institution. ...

By MR. CARSON:

Q. What is the population of the town of Chatham? A. The population of the parish of Chatham is, or was at the last census, 6,000, and I should think that the town itself must have nearly 5,000 inhabitants now. ...

By MR. ARMSTRONG:

Q. Is the condition of the workingmen fair, as a rule, in Chatham? A. Yes; I think it is remarkably good, considering the fact that their regular employment only lasts about six months in the year; of course they can, and do, turn their attention to other industries in the winter — such as fishing, and going to the woods to work.

Q. If free night schools were established in Chatham do you think that the young men and women of the place, who work at their callings in the day-time, would take advantage of it in the winter? A. I think not to any great extent, for I am of opinion that they would rather go to the Salvation Army of a night than attend school — that is, as a rule.

Q. Can you tell us what would be the average age that a boy leaves the common schools to go to work? A. That all depends upon his position in life. The children of the working people leave school very young; some of them leave before they get the rudiments of an education. I should say that the average age at which a boy would leave school to learn some kind of a business would be twelve to fourteen years of age. I know that in my own business, the printing, boys come to me about fifteen years of age — some as young as fourteen. ...

THOMAS KINGSTON, Laborer, called and sworn.

By MR. HEAKES:

Q. What is your occupation? A. I am a laborer.

Q. Do you work about the mills? A. I work about the ships.

Q. When? A. In the summer time.

- Q. Do you find constant employment at that? A. No; not steady.
- Q. Do you work at loading lumber? A. Yes.
- Q. Do you work in the hold? A. Yes; in the hold.
- Q. What wages do you get in the hold? A. Two dollars a day when I am working. ...
- Q. When not engaged at the ship-labor what other means have you of obtaining employment? A. No other means; I am just a laborer.
- Q. Is there plenty of that kind of work to be done in the winter? A. No; for the town is not busy at that. They all go to the woods; every body cannot get there, and that makes more work at any little odd job around town for every body else.
- Q. Have you any idea about how many months' work you get in a year altogether? A. No; I cannot say exactly; I do not know.
- Q. Can you give us any idea of what is the total amount of your earnings in a year — on an average? A. It is difficult to do so; sometimes you earn more and sometimes less; some years work would be good in ship-labor, and you would earn \$150, \$160 and \$180, but that is not very often. Sometimes there would be a large lot of ships here, and you would earn as high as \$200.
- Q. Would \$200 be about the highest you earn on ships? A. Very nearly.
- Q. Would you be able to earn another \$100 in the winter time in the town? A. Yes; if I got work.
- Q. Are you able to do it as a rule? A. I am.
- Q. Can you manage to keep your family comfortably on the earnings you get? A. By my ordinary earnings — day's work — I could not. ...
- Q. Were you always paid in cash? A. No; not always this last summer.
- Q. When not paid in cash, how do you get your pay? A. We take it out of the store.
- Q. Are you obliged to do that in order to get work? A. No; I could not exactly say that; I could not swear that I was obliged to do it; it is a matter of my own free will.
- Q. Do you get orders on the store as the work goes on? A. Yes.
- By MR. ARMSTRONG:
- Q. Would not you prefer to be paid in cash? A. Yes.
- Q. How many of a family have you got to support? A. I have got three children.

- Q. Do you pay house rent, or is the house your own? A. The house I live in is my own. ...
- Q. When you get orders on these stores can you get as good an article at them as you can anywhere else? A. Just as cheap as anywhere else.
- Q. Suppose they have not got the article you want, what do you do? A. Have to go somewhere else for it.
- Q. Will the other stores take this order at par? A. I do not think so; I never tried them. ...

GEORGE E. FISHER, Agent New Brunswick Trading Company, called and sworn.

By MR. HEAKES:

- Q. What is your business? A. I am the agent of the New Brunswick Trading Company, in the lumber business.
- Q. Do you employ many men? A. During the summer season we employ about 150 men.
- Q. Do you engage any men in the winter? A. No.
- Q. Do you get your lumber from the woods? A. No; we do not lumber ourselves; we get or buy it from the other contractors.

By MR. CLARKE:

- Q. What is your business? A. Lumber and shipping.
- Q. Do you own the concern? A. I am merely the agent of the New Brunswick Trading Company.
- Q. Can you give us an idea of the wages paid the operatives — the gang-men; circular and lath-men? A. Our laths and palings we sub-contract.
- Q. By the thousand? A. Yes; by the thousand.
- Q. Do you know what the different classes of men are paid? A. No; I do not. ...
- Q. What hours does the mill work? A. We start at six o'clock in the morning in the long days; we generally work till six at night, making ten hours.
- Q. About how much time does the mill make in the year? A. She will make from the 1st of May till the 1st of November — six months.
- Q. Is that the best you can do on this side of the river? A. Yes; that is the best we can do, but we employ a lot of men from the middle of March till September.

Q. Do you ever get started before the 1st of May?

A. Very seldom. ...

Q. Do you pay your men every Saturday night? A. No.

Q. How often do you pay them? A. Every fortnight.

Q. What day in the week do you pay them? A. On Monday.

Q. Was that asked for by the men, or was it your own will? A. It is an old custom handed down from Guy, Bevan & Co. to the Trading Company, and it seems to suit every body.

Q. Do you pay your men in cash? A. Some we do; others of them take goods from the store; but it is not compulsory for them to do so.

Q. Is it a matter that is left optional with the men? A. Yes.

Q. Can they take goods or cash as they like? A. Yes.

Q. I suppose they are paid in full every fortnight — that is, their accounts are wound up? A. They are paid in full.

Q. Have the men ever asked to be paid more than once a fortnight? A. No; never. ...

Q. Would it not be just as easy for you to pay all the men in cash? A. Yes; but sometimes it is an accommodation to the men to get goods from us; we sell the goods just as cheap as any body else.

Q. Would it not make the men more independent to be paid in cash? A. Not a bit.

Q. Do you know if any of the men prefer to take orders on the store to being paid in cash? A. No; I do not; I think they would prefer taking orders on the store, and for this reason: In the winter a great many people leave us and go to get employment in the woods, and in the summer time they have work. While they are in the woods we have to feed their families, and of course they would rather deal with us than any body else.

Q. Have you ever asked the men whether they would prefer to take orders on the store instead of cash? A. I have not.

Q. If a man refused to take an order on the store, how then? A. He is given his cash.

Q. Would he be discharged from the company's service if he refused to take an order? A. He would be given his cash.

Q. Would he be discharged from the company's service if he refused to take the order? A. No; he would be retained. ...

5 NOVA SCOTIA EVIDENCE

HALIFAX

...

ROBERT TAYLOR, manufacturer of boots and shoes, sworn.

By MR. WALSH:

Q. I believe you are connected with the boot and shoe industry?

A. Yes.

Q. How long have you had that in progress? A. About 17 years.

Q. Has the manufacture increased or has it gone back? A. Well, it is more than it was then.

Q. About how many hands do you employ? A. 140

Q. There are different rates of wages I presume? A. Yes.

Q. Would you please state the different rates of wages and the reason for the difference? A. The men get from \$6 to \$10; it depends on the skill, of course.

Q. Have you any boys? A. We have a few boys, yes.

Q. About what are their ages? A. We have none less than 14 or 15.

Q. Have you any women working there? A. Yes.

Q. Are there many? A. About 40.

Q. What is their average wages? A. They get from \$2 to \$6.

Q. I suppose it depends on the skill they possess? A. Yes.

Q. \$2 would be the lowest? A. Yes.

Q. And it may get as high as \$6? A. Yes.

Q. What wages do the boys earn? A. They get from \$2 to \$3.

Q. What is considered a day's work? A. 10 hours.

Q. 60 hours a week? A. Yes.

Q. Do you do extra work? A. Yes; occasionally.

Q. Are the hands allowed for it? A. Yes; always.

Q. Just *pro rata*? A. Yes.

Q. Have you ever had labor troubles with your men? A. Not for about 12 years. There was something then but never since.

Q. How did you fix it, or how would you fix it in a similar case now? A. We fixed it then by letting them go about their business and they came back with their fingers in their mouths wanting work again.

Q. Do you think that would be the best course to pursue again?

A. That is what I would do if it happened again.

Q. You make use of machinery in your work? A. Yes.

Q. Have you ever had an accident in connection with the machinery?

A. No.

Q. Are the beltings guarded pretty well? A. Yes. I never had an accident except in the case of a girl who got hurt by a machine, but it was not anything serious.

Q. Is your factory well ventilated and healthy to work in? A. Yes; it is very well ventilated.

Q. With regard to the sanitary condition of the building inside and separate water closets for the different sexes, how is that? A. We have water closets for the men on one flat and for the women on the next; they are separate altogether.

Q. Do men and women work on the one flat together? A. No.

Q. Is the closet for the women on their flat? A. Yes.

Q. Do you find as a rule that your men are sober, orderly and industrious, or is it otherwise? A. We do not employ any in the factory but what are.

Q. You have a large output, where do you mostly find a market for it? A. Mostly in the Maritime Provinces. We send some to Newfoundland and some to Bermuda.

Q. Do you send any to the Upper provinces? A. No; none.

Q. Are you able to find a market here for all you manufacture? A. Yes; we have all we can do. We were only idle about a fortnight last year.

By MR. BOIVIN: ...

Q. Is there any fine for bad work in your factory? A. No; if they damage work they have to pay for it, that is all.

Q. Where do you get most of your raw material? A. We get most of it in the province. We get all of our sole leather here, and most of our upper. ...

By MR. ARMSTRONG: ...

Q. Are the doors closed at a certain hour? A. They are opened at 7 and closed at 12.

Q. Are they closed after the hour for coming in? A. If they come late they have to go home; yes.

Q. In winter as well as summer? A. Yes.

Q. What was the cause of the labor trouble you referred to?

A. They had what is called a Crispin organization; we discharged a man and the others insisted upon his being allowed to work.

Q. Did you discharge him because he belonged to the organization?

A. No; because his work did not suit.

Q. How long was he working before you found out that he did not suit? A. I think about a year.

Q. Does it take you a year to find out that a man does not suit?

A. He did something — I don't remember what it was, that did not please the foreman.

Q. And because he was discharged the other men struck? A. They insisted upon his being allowed to work.

Q. Was there any communication between you before they struck?

A. No.

Q. They struck abruptly because the man was not re-instated?

A. Yes. ...

By MR. HEAKES:

Q. Have you any competition from Quebec here? A. Yes; very close.

Q. Can they undersell you? A. Yes; in the cheaper class of goods.

By the CHAIRMAN:

Q. You don't care for the competition of Ontario, only that of Quebec? A. Yes.

Q. Has the foreman power to employ men at will? A. Yes.

Q. Has he objections to employing men belonging to labor organizations? A. Yes.

Q. If you knew men belonged to such organizations would you employ them? A. No.

Q. What objection have you to them? A. I think there is no necessity for them, and for that reason I would not employ men belonging to them.

Q. Do you employ a man for what he is worth according to your opinion? A. Yes.

Q. Has not a man the right to put a price on his labor? A. Yes; and I have the same right.

Q. Would not men be better if they engaged as a body, than if they engaged singly? A. No; I think such combinations are a mistake. If men are treated well they are better off without them.

Q. Did you ever know the members of any labor organization to be of the same opinion? A. No. ...

Q. Have you any combination among the manufacturers to keep up the prices? A. No.

Q. You don't approve of them? A. No.

Q. You think everything ought to be open to competition?

A. I think every man should stand on his own bottom, as the old saying is.

Q. You don't think one pair of shoes should be sold for the same price as another if it is not so good? A. I think they should be sold for what they are worth.

HENRY R. BONN (Superintendent of the Mayflower Tobacco Factory), sworn.

By MR. WALSH:

Q. You are the superintendent of the Mayflower Tobacco Factory?

A. I am, sir.

Q. Would you have the kindness to tell us how many hands you employ in that factory altogether? A. I have now about 74. ...

Q. And how many women? A. We have 50 girls and women employed.

Q. Have you any very young girls or boys there? A. I think the youngest girl is fifteen years of age.

Q. About fifteen? A. Yes.

Q. Would you please state what wages you give the men? A. Well some of the men get \$6.00 a week and some of them get \$6.50.

Q. What would the lowest paid get? A. \$6.00.

Q. What would the highest get? A. \$6.50.

Q. Is that a fair average for the men's wages per week? A. Yes.

Q. How many hours do they work for those wages? A. 10 hours. That is the usual day's work.

Q. Do you have any work after hours? A. No, sir.

Q. What wages do the women earn? A. Well, they earn different wages; it is according to the way they work; most of them are on piece work. Those of them who do ordinary work earn 50 cents a day, but those on piece work earn from \$6.00 to \$6.50 a week, some of them.

Q. The women who work on piece work are more expert? A. Yes.

Q. Is it the rule that the women who earn day's wages get upwards afterwards? A. No; I hardly ever take them from that position and put them in the way of promotion, because they do not wish it; they prefer day's work. I have to get new hands when I want to increase the other work.

- Q. What wages do you pay the girls and boys? A. The girls are on piece work and the boys on day's work. One of the girls gets \$3.00, another \$4.00, and another \$5.00.
- Q. Do any come to you as apprentices? A. No.
- Q. There is no binding or anything of that kind at all? A. No, sir.
- Q. I believe your experience does not run over a long time in connection with this factory? A. A little over four years.
- Q. The reason I ask is I want to know if any of these people have been working any length of time in your factory? A. We are constantly changing but most of the girls have been there ever since I came, and some two or three of the men.
- Q. Do you find your hands as a rule industrious and sober men or otherwise? A. Yes; we have never found them otherwise.
- Q. Have you any trouble with your men, or labor? A. Very little. Now and then a misunderstanding arises, but it is soon fixed up.
- Q. Is there any system of fines in your factory? A. No, sir.
- Q. What penalty do you inflict on your hands if they are guilty of fault? A. We discharge them.
- By MR. FREED:
- Q. Are your hands employed all the year around? A. No, sir.
- Q. About how long do you close? A. I think that during the past winter we shut down about two months.
- Q. Would your regular hands average ten months' work during the year? A. Well, I don't think so.
- Q. Would they average 9 months? A. Yes, sir.
- Q. Do you pay the same rates summer and winter? A. Yes.
- Q. Both to your weekly hands and your piece hands? A. Yes.
- Q. Do you inflict any punishment upon your hands except to discharge them? A. No, sir.
- Q. You have no black hole in which apprentices are confined? A. No.
- Q. Would you know if any apprentices had been beaten; would it come to your knowledge? A. It would.
- Q. If you were aware that a foreman beat a boy grossly what would be your action? A. I would immediately discharge him. ...

FRANK SHEARS, employé, Mayflower Tobacco Factory, sworn. ...

By MR. KELLY:

- Q. Are you married? A. Yes.

Q. What are your wages? A. \$6 a week.

Q. Do you pay taxes? A. No.

Q. What rent do you pay? A. Seventy-five cents a week.

Q. How many rooms have you? A. I have one room.

By MR. McLEAN:

Q. Do you cook in it? A. Yes.

Q. And sleep in it too? A. Yes.

Q. Do you save much money in the course of the year?

A. Not very much. ...

By the CHAIRMAN:

Q. Is it a tenement house that you live in? A. Yes.

Q. How many rooms are there in it? A. I cannot say. There are five families and I think all of them have two rooms except me.

Q. How many stories are there to the building? A. Three.

Q. Is the water in each separate tenement? A. No. It is in the yard. Each family has to go after it.

Q. Do you pay taxes or is that included in your rent? A. It is all included in the rent.

Q. Are there water closets in the house? A. No. It is in the yard.

Q. How many water closets are there in the yard? A. One.

Q. Is there a sink in each tenement? A. No. There is one in the yard.

Q. There is not one for each separate family? A. No. ...

Q. Is the yard kept clean? A. Yes. It is kept in pretty good order.

Q. How often is the water closet cleaned? A. It is cleaned two or three times a year.

Q. Is it cleaned by the city or by the landlord? A. It is cleaned by the landlord.

By MR. KELLY:

Q. You say there are five families in the same tenement with you?
A. Yes.

Q. How many children are there in the house? A. Some families have as many as six or seven.

Q. Then I suppose there would be 25 or 30 persons altogether in the building? A. There would be pretty close to that.

By MR. ARMSTRONG:

Q. Is the water closet kept in good condition? A. Yes. It is washed out twice a week.

Q. Is there any smell from it in summer? A. No.

Q. Are there any families having as many as five children that live in two rooms? A. Some families have three rooms and some two. They pay for them according to their means. ...

THOMAS BAKER, employé of the Mayflower Tobacco Factory, sworn.

By MR. WALSH: ...

Q. What part of the work do you do? A. I am on the twist.

Q. What wages do you get? A. I get \$4 a week.

Q. Did you go in as an apprentice, or did you begin there? A. Yes.

Q. What wages did you receive at first? A. I got \$1.50.

Q. And you get your wages raised by degrees? A. Yes.

By the CHAIRMAN:

Q. How old are you? A. I am 15 years old.

Q. Do you find your work too heavy for you? A. No; I do not.

Q. Have you any fault to find with the factory? A. None whatever.

By MR. ARMSTRONG:

Q. You are at the business how long did you say? A. I have been at it going on three years.

Q. Did the manager ask you your age when you went in? A. No.

Q. At the time you went on, were there any other boys there as young as you were? A. Yes. ...

DANIEL BURGESS, employé of the Mayflower Tobacco Factory, sworn.

By MR. ARMSTRONG:

Q. What branch of business do you work at? A. I work at the cutting machine.

Q. Is it laborious work? A. No.

Q. What wages do you receive? A. I get \$6.50 a week. ...

Q. Can you live comfortably on \$6 a week? A. Well, I have two children working.

Q. Are they working in the same factory? A. There is one in the factory and one in the cotton factory.

Q. How old are they? A. One will be sixteen years old next month, and the other is fourteen. ...

Q. What time do you leave off work in the tobacco factory?
A. At six o'clock.

Q. Are you searched at that time or previously? A. We are searched at that time.

Q. How long does it take to search all the hands? A. Only a few minutes.

Q. You have to wait your turn in being searched? A. Yes.

Q. Do the men submit to that operation with a good grace? A. Yes.

Q. I suppose they are accustomed to it? A. Yes.

By MR. FREED:

Q. How far do you live from the cotton factory? A. A quarter of a mile.

Q. What time do they go to work there? A. At half-past six o'clock.

Q. In the winter is it the same as in the summer? A. Yes.

Q. Is it not hard to require a child to get up that early and go to work? A. It is very hard. ...

By the CHAIRMAN:

Q. Do you live in a tenement house? A. Yes.

By MR. ARMSTRONG:

Q. How many rooms have you? A. Three rooms.

Q. What rent do you pay? A. \$1 a week.

Q. On what flight are your rooms? A. They are on the top flight.

Q. How high up? A. Two stories.

Q. Is the house well ventilated, and is the sanitary condition of the outhouse good? A. Yes.

By MR. FREED:

Q. How many children have you altogether? A. Five.

Q. Do you pay rent every week? A. When I have it I do — if not I let it stand over. ...

By MR. HEAKES:

Q. Do you know of wives going out to work to support their families? A. I know of some.

Q. Is that on account of small wages paid to their husbands? A. No; it is in cases where the men are sick.

Q. Do you know of any who have to work on account of small pay received by their husbands? A. No.

By MR. GIBSON:

Q. How much time does a child working in the cotton factory have for recreation? A. About an hour every evening and the whole of Saturday afternoon. ...

JOSEPH CLARKE, acting superintendent, cotton factory, sworn.

By MR. WALSH:

Q. I believe you are acting superintendent of the cotton factory?

A. Yes.

Q. Would you please inform us how many hands you have actively employed? A. We have a few over 300.

Q. What proportion of those are men, and what women? A. We have 45 men and 110 women, and girls and boys constitute the balance.

Q. What age is the youngest child? A. About 12 years; we have very few at that age.

Q. What is the youngest succeeding age? A. They average about 14.

Q. What is the average pay of a man employé? A. \$7.50 a week. That is the correct average; some are higher and some lower.

Q. What would be the correct average of the women's wages?

A. They average about \$3.90 a week.

Q. Like the men, some are higher and some lower? A. Yes.

Q. Do they work day's work or piece work? A. Both.

Q. What are the children employed about? A. In docking frames, picking bobbins, sweeping and learning to weave.

Q. What wages do you pay children? A. \$1.25 is a fair average.

Q. What would be the lowest? A. \$1.

Q. What progress in their wages do you make, or have you a standard? A. No; we have no standard, it is according to merit.

Q. Are any of the children on piece work? A. No; except in the spinning department.

Q. How many are on piece work there? A. Probably a dozen. ...

Q. Are there any hands in the factory who have been there since the commencement? A. There are some.

Q. A large number? A. No; not a large number.

Q. Have you had any trouble with your employés? A. Not any labor trouble.

Q. Are your people generally industrious and sober? A. Yes; we find them so. They attend punctually to their work, though in the summer we have troubles, such as pic-nics.

Q. What hours do you work? A. 60 hours a week. ...

Q. Is there an allowance for extra time? A. Yes. Some are paid by piece work and some by the time. We do not give them anything extra; we do so little of it. ...

By MR. HEAKES:

Q. Have you any agreements with your hands or printed rules?

A. There are rules as to the hours of work, punctual attendance and fines.

Q. For what are employés fined other than for being late? A. They are fined for bad workmanship.

Q. What has been the amount of fines imposed on employés during the past year? A. Probably \$100 to \$150. ...

Q. Is the mill running all the year round? A. Yes.

Q. The operatives lose no time except in consequence of pic-nics? How many of them do they have? A. They might have a dozen.

Q. You mean that they go to others than their own? A. Yes. We have a pic-nic for the operatives.

Q. And you complain that they go to others? A. Yes; we try to stop them.

Q. Have you every Saturday half holidays? A. Always. ...

Q. Are any punishments inflicted on persons employed? A. No.

Q. If you learned of a foreman punishing by beating or imprisonment, what action would you take? A. We would weigh the pros and cons to see if it was an exceptional case. There are instances where perhaps the overseer is very much annoyed at a hand offending, perhaps twice in a day, and he might push him.

Q. If he were to beat a child would the management sustain him in that case? A. It would depend pretty much.

Q. Have you known cases where children have been beaten by the overseers and the management sustained them? A. What do you mean by beating?

Q. Striking? A. I cannot place a case of that kind. ...

By MR. ARMSTRONG:

Q. If any machinery breaks during work hours has an employé to work overtime to make it up? A. Perhaps, sometimes.

Q. Has that ever happened? A. Yes; it has.

Q. Would the employé receive anything for the overtime? A. We just pay the regular wages; he is not forced to work overtime.

Q. Would you consider that overtime? A. Yes. ...

EDWARD GILFOY, carding room employé in Halifax Cotton Mill, sworn and examined.

By MR. HEAKES:

Q. How long have you worked there? A. Four years.

Q. How old are you now? A. Fifteen. ...

Q. Are there any fines imposed in your room? A. Yes; sometimes.

Q. What are those fines imposed for? A. Sometimes about the machinery getting smashed.

Q. And for being late? A. Yes.

Q. Are you ever fined for playing? A. Yes; sometimes.

Q. I suppose boys and girls there will play sometimes? A. Yes.

Q. Are you pretty well treated? A. Yes.

Q. Have you ever seen boys or girls getting whipped? A. Yes.

Q. What for? A. For playing.

By the CHAIRMAN:

Q. Who beat them? A. The boss.

Q. Would that be the foreman or the manager? A. The foreman.

Q. Did he whip them very hard? A. No; not very.

Q. Just gave them a slap? A. Yes.

Q. Do you work the same hours as the other witnesses? A. Yes.

Q. Do you find it very hard to work so many hours a day? A. I do sometimes feel it pretty hard.

Q. You are pretty tired at night? A. Yes.

Q. Do you have much time for play? A. No. ...

By MR. ARMSTRONG:

Q. Have the little girls every been whipped by the foreman?

A. I have not seen any girls whipped.

Q. Have the boys ever been slapped to such an extent that they would cry? A. No; I do not think so.

Q. Have the boys ever been checked for going down too often for drinking water? A. Yes.

Q. Have they been checked by the foreman for going too often, in his opinion, for drinking water? A. Yes. ...

MISS ———, employé, cotton factory, sworn.

By MR. ARMSTRONG:

Q. What department do you work in? A. I work in the spinning room.

Q. What do you earn per week? A. The most I have earned is \$6 a fortnight.

Q. Are there any young girls in that room? A. Yes.

Q. Do you know their ages? A. Twelve would be the youngest.

Q. How many are there in the room aged 12? A. I could not say.

- Q. How much do they earn? A. They earn \$2 a week.
- Q. Are there any fines imposed on the young girls in your room?
A. Yes; when they are late.
- Q. Are they fined very often? A. No.
- Q. Are all subject to fines, the big girls and the little ones alike?
A. Yes.
- Q. What time have they to be there in the morning? A. They have to be there at a quarter past six.
- Q. If they are not there exactly on time are they fined? A. Yes.
- Q. They do not get any grace? A. No.
- Q. What time have they for dinner? A. They have an hour.
- Q. Do many of them go home to dinner? A. No; a good many take it with them.
- Q. Is there much dust in the spinning room? A. Yes; there is a good deal.
- Q. Is there so much that you have to open the windows? A. No; the windows are never opened.
- Q. Don't you find it too warm in summer? A. Yes.
- Q. Do they work on piece work in the spinning room? A. They have this fortnight.
- Q. Do they make more on piece work? A. We don't know yet.
- Q. Are they kept busy? A. Yes; pretty busy.
- Q. Do they work after six o'clock? A. No; we would not do it. The manager wanted us to do it and he said before he would let the Halifax people have their own way he would send for English spinners, but as long as the steam had gone down he concluded to let us go.
- Q. You went? A. Yes.
- Q. Is any abusive language used towards those employed in that room? A. Yes; when they are not doing the work quick enough.
- Q. Who does this? A. There is an under boss that does it.
- Q. Does he swear at them? A. Yes.
- Q. Does he cuff any of them? A. He kicks the boys when they are not doing the work.
- Q. Have any of them cried on account of being kicked? A. Yes.
- Q. Does he ever cuff the little girls? A. No; I never saw him beat the girls.
- Q. But you have seen him kick the boys until they have cried?
A. Yes.

Q. Do you know if the boys ever complain to the manager about their being kicked? A. No.

Q. You don't know whether they did or did not? A. No. ...

MISS ———, employé, cotton factory, sworn.

By MR. J. ARMSTRONG:

Q. What department do you work in? A. I work in the spinning room. ...

Q. Is there a foreman or a forewoman over the room? A. A foreman.

Q. Does he use abusive language to the girls? A. He never has to me.

Q. Have you known him to beat or cuff the girls under his charge?
A. Not him, but the under boss does.

Q. Are there little boys in the department? A. He kicks them.

Q. Have you seen the boys cry on account of having been kicked?
A. Yes.

Q. How long ago did you see that? A. Only the other day.

Q. The little boys had been kicked and were crying? A. Yes. ...

ARTHUR C. LESSEL, President Carpenters' Union, sworn and examined.

By MR. WELSH:

Q. How long have you been engaged as a carpenter? A. 30 years.

Q. Within these thirty years has the condition of carpenters improved or has it gone backwards? A. I think it has materially improved within the last few years.

Q. Are their wages anything better, according to your recollection of the times, say from 20 to 30 years ago? A. Yes; considerably better.

Q. About 20 or 25 years ago what were the regular wages of carpenters in this city? A. As near as I can recollect somewhere about \$1.25 or \$1.50 a day. \$1.50 was considered good wages 25 years ago.

Q. That was the general rule for competent hands was it? A. That was the best wages.

Q. What is to-day the best wages for competent hands? A. I think, as far as I am able to judge, \$1.75 a day, which are the best wages except exceptional cases, such as foremen and leading hands of that description.

Q. From your experience, as to the cost of living, has it in that time increased or decreased? A. I think in some instances it has slightly increased and in others it stands about the same way; for instance, house rent is considerably higher than it was 25 years ago.

Q. Any other items? A. I think house rent is about the worst thing we have to contend with here, and very poor accommodation for the amount of money we have to pay.

By the CHAIRMAN:

Q. Are there no houses built for mechanics? A. No.

Q. None of late years? A. No; we have to catch on to whatever we can get — there is no special provision made for workingmen's dwellings at all — it seems to have been left out of the calculation. Those who build think they have given a boom to mechanics, yet they put the rent so high that we cannot take them. ...

By MR. WALSH:

Q. Have you anything else to add to the testimony of the other gentlemen? A. I was thinking when you were asking the questions as to apprenticeship, for that is one of the questions I have often turned my mind upon and have tried to evolve some scheme out of my mind whereby our trade might be bettered so far as skilled workmen are concerned, and I do not see any better way than the having of an indenture system, which, if properly carried out, would do so. We suffer here most terribly from unskilled labor, especially during the busy season; this unskilled labor has now crept in and destroyed the trade. There are skilled hands now in this town working 25 or 30 years, but according as they die out very few men are coming in to fill their places; I am now, of course, speaking of men able to take a specification and plan and carry it out themselves.

By MR. KELLY:

Q. Have you any plan to devise by which this thing could be carried out? A. The only thing is for the Government to pass a law to that effect whereby you can have all apprentices indentured.

By MR. WALSH:

Q. In regard to the influx of labor from outside districts, have you any complaint? A. I did not refer to that particularly. Of course we have to contend against that during the summer season. At this time any quantity of unskilled labor comes into the town and

usurps the place of mechanics. It is a well known fact that in our trade the most money is in the rough work, and if you get unskilled labor to do the rough work it is better for the employer. ...

By MR. GIBSON:

- Q. You told us that the condition of the carpenter improved during the last ten or fifteen years; can you attribute any cause for it?
A. Yes; it is altogether owing to our labor organization, and in no other way.
- Q. In what way? A. It has increased the wages – by persistent effort we have the wages up where they are at the present time, and I hope to have them higher before long.
- Q. Can you give us any opinion as to the effect of shortening the hours of labor? A. For my own part I would as soon have the hours of labor shortened and the pay advanced.
- Q. What benefit would that be? A. It would have a tendency to use up all the surplus labor, and then create a demand; our surplus labor here is not so great, and naturally wages would go up; of course that is only my theory, I would not say I am correct.
- Q. You do not take into account this floating population that comes in and out? A. If we had our organization thoroughly at work we would not be afraid of them.

By MR. KELLY:

- Q. Do you think that the mechanic lives any better now than he did 10 years ago? A. I do not think so – I do not think there is much difference.
- Q. Do you not think if the hours were shortened for mechanics that there would be more of a tendency towards drinking and other habits in the men? A. I do not think it, that is taking into consideration their habits at the present time – I do not think their bad habits would be in any way increased.
- Q. What would be the benefits arising from shorter hours? A. There would be more time for recreation, and also for more amusement at home with their wives and families, and if any one of them owned the house in which he lived he could improve it, and it would be merely amusement for him more than anything else. Now we are kept at it from daylight to dark and have no rest at all.
- Q. Do you think any of them would study? A. I hope there will be opportunity offered them to take advantage of this drawing school for one thing. ...

By the CHAIRMAN:

Q. What are these men; are they working on farms, or what?

A. There are some on farms and others do fishing, and they come around with an axe on their shoulder and offer to put on shingles and do other out-door work; then in winter they go back to their homes as they have saved enough during the summer to keep them, and they pay no taxes here. They save all the proceeds of their work and live on almost nothing.

By MR. WALSH: ...

Q. Is there any change that you could foreshadow? A. Well, I might say that there was some talk here about organizations of labor. I contend that the organization of labor is a benefit to the employer in every sense of the word. I think if the provisions of the labor organization alone were carried out and the constitution adhered to, the employers would find that they had the better workmen in their employ. It induces sobriety as one of its main provisions, and I have known instances of men who have been habitual drunkards who, by its means, have been reformed. That is one thing that is a gain to any community, for the reason that a man, who is found of intemperate habits, loses his benefits to himself and family if anything happens to him. We are indeed very particular as to the men we take in. We desire to take none but skilled workmen, but in a community like this we cannot get all skilled men, yet we do the best we can. ...

By MR. KELLY:

Q. If the eight hour system were introduced all over the place would it, do you think, make any difference in the most of the commodities of life? A. That is something I could not answer off hand — it seems possible in the first instance that it might give things a set back, but they would soon come back into their natural channels. I do not see why at one time 12 hours a day was considered a day's work. It is quite a common thing for people in this country to work from the time they could see till it was dark, and now I notice that people generally work, even on farms, 10 hours, except it may be in harvest time, when advantage must be taken of the long days.

By MR. ARMSTRONG:

Q. If a man works ten hours a day in Halifax, and goes home and dresses himself and has his supper, what time has he to take out

his wife and family for enjoyment, and then get back home, go to bed and give his boss an honest day's work next day? A. Not much time. It depends upon the distance he has to go to get home from his work; and when a man gets home he has but a very short time here even in summer; and then again the summer season is very short here when the evenings are long. ...

JOSEPH LARKINS, biscuit maker, sworn.

By MR. HEAKES:

Q. How old are you? A. I am 11 years.

Q. What is the matter with your hand? A. It got hurt in the machinery.

Q. How? A. It got caught in the rollers.

Q. What rollers? A. The rollers of a cracker machine — a biscuit machine.

Q. How long were you working in the biscuit factory?
A. About seven weeks.

Q. Was it part of your work to look after the machinery? A. No; I was taken in as a packer and was then put to work on the machinery.

Q. How much wages did they give you? A. A dollar a week first, and then a dollar and a-quarter.

Q. How much do they give you now? A. Nothing at all.

Q. How long is it since you were hurt? A. Nine weeks Thursday.

Q. And have they not given you anything? A. No; except for the week when I was hurt.

By MR. KELLY:

Q. Did you ask for employment? A. My mother asked for a job for me, and they said I could get a job biscuit packing; then they changed me to where the machinery was.

By MR. FREED:

Q. How long were you working at the machinery before you were hurt? A. I could not say.

Q. What were you doing at the machinery? A. I was brushing the dough off according as it came through.

By MR. KELLY:

Q. Are other boys of your age employed in the concern? A. I could not say. There was a boy about the same size.

By MR. HEAKES:

Q. Did you lose any fingers? A. I lost one.

Q. Did you lose any of the joints of the others? A. I think I will lose a second finger.

By MR. KERWIN:

Q. Who paid the doctor? A. I could not say.

By MR. KELLY:

Q. Who took you to the doctor? A. A man who was there. The doctor put seven or eight stitches in. ...

JAMES PURCELL, sworn.

By MR. HEAKES:

Q. What occupation are you engaged in? A. The milk business.

Q. Milk business? A. Yes, sir.

Q. How long have you been at that? A. Not long.

Q. Where did you work before that? A. At the biscuit business.

Q. How old are you? A. Going on 15.

Q. What wages did you receive? A. \$1.50.

Q. How long have you worked at the biscuit business? A. A year and a half.

Q. Is that all you got after a year and a half? A. Yes, sir.

Q. How many hours a day did you work? A. From 7 till 6.

Q. Did you ever get hurt? A. Yes, sir.

Q. How did you get hurt? A. In the cog wheels on the cutter.

Q. You got your hand in? A. Yes, sir.

Q. How long were you laid up? A. A little over a month.

Q. Did you get your pay all the time you were laid up? A. No, sir.

Q. When did your pay stop? A. After the first week.

Q. Did any body pay the doctor? A. I do not know, sir.

Q. Are there many boys working in the same shop of your size?
A. Three or four.

Q. Are there any younger than you, sir? A. I could not say, sir. ...

LEWIS ARCHIBALD, baker, sworn.

By MR. ARMSTRONG:

Q. What branch of the baking trade do you work at? A. Soft bread and cracker department — I do both; I take charge occasionally.

Q. What would be the length of hours of work of soft bread bakers?
A. Well, the hour of going to work is 4 o'clock, sometimes at 3

o'clock. One shop always goes to work at 4 o'clock and knocks off at 4 or a little later. All the rest vary. There is one shop in the city that always since I can recollect has gone to work at half past 2 and 3 and worked till 11 and 12 o'clock at night. That was when their employer had contracts and endeavored as much as he could to get all the contracts and take the profit out of the labor.

- Q. What would be about the average earnings for a soft bread baker in the city of Halifax — take the highest and the lowest? A. The general rate of a society man is \$8 a week. Foremen range \$10 — one is \$9.
- Q. Do the men belonging to the society receive the highest wages? A. Well, yes; I should say so. Moir's foreman says he gets \$12.
- Q. Mr. Archibald, I understand that you are President of the Baker's Union? A. I am.
- Q. How long has that union been in existence? A. The first was in existence for 20 years; then we broke up. They eventually re-formed. I think the last formation was about eight or nine years ago, according to my recollection; I cannot distinctly tell you.
- Q. Have the wages increased since the last formation of the union? A. No, sir.
- Q. What was the cause of the first strike? A. Previous to that we had to go to work at 3 and half past.
- Q. Before the strike took place, were there any negotiations between the employers and men as regards a settlement? A. No, sir; not that I am aware of.
- Q. Did the men have any correspondence with their bosses before they struck? A. They gave them either a week or a fortnight's notice.
- Q. Are there any benefits connected with your society such as sick or death, &c.? A. Yes, sir. Our by-law book says so. We have been striking but we have never been able to get any benefits.
- Q. Are there any journeymen bakers in Halifax who own their own houses? A. No, sir.
- Q. Do you think from your knowledge that bakers are sufficiently paid for their labor in comparison to other skilled branches of industry — do you know the rate of wages outside of the city of Halifax in the Dominion? A. No, sir.
- Q. Have you worked outside the city of Halifax? A. I have worked in the United States — in different parts.

- Q. Some years ago? A. That is 12 or 14 years ago. ...
- Q. What would you think the proper age for a boy to go to that business without injury to his constitution? A. He should be sixteen or seventeen — if he was smaller he would be too young.
- Q. For a good, smart, intelligent boy, how long would it take him to look upon himself as a journeyman baker and demand the same wages? A. If he had a chance I would say four years. He ought to be a good journeyman in perhaps less.
- Q. Do you think, Mr. Archibald, that the hours could be reduced, commence say working at five o'clock, without inconvenience to the public? A. Yes, sir; I do. I believe that the bakers could do more work. If we made dough and went back to breakfast we could work better afterwards. ...
- Q. Do you think the wages of a baker could be advanced without causing a higher price to the consumer? A. I think so, sir. I would think if the employers formed an association, if they all agreed to that, that the journeymen and the employers could regulate the price if they could only come together and do it. They are acting independently on their own resources and one man comes out with cheap bread and of course the other man has to compete with that cheap bread or else the cheap labor and long hours makes him handicapped. ...

By MR. ARMSTRONG:

- Q. As regards the cracker making is that a healthy business for boys? A. Oh, yes, sir. It is healthy enough. It is warm in the bake houses in summer. I would say it was healthy if the bake houses were ventilated.
- Q. Do you think it is a proper thing to put a child to cleaning rollers in motion? A. No, sir.
- Q. Are they generally put to that kind of work on entering?
A. The foreman would not, if he knew his business.
- Q. Does it take good judgment and experience for a child to work on one of these rollers? A. Yes, sir. It requires a good deal of experience — the more experience the less liable he is to get hurt.
- Q. Could not these rollers be cleaned while they are stationary?
A. Most decidedly. Yes, sir.
- Q. What is the object of cleaning them while in motion? A. I could not say exactly. Of course the only thing I see is the turning

around all the time when the belt is on. If that was off they would have to take the fly wheel and turn with the hand.

- Q. Suppose a hand to be caught in a roller how long would it take to stop the machinery? A. Just as long as it would take to throw off the belt. If it had a break you might do it quicker. It would take some time. It is according to how the rollers are set, whether for thick bread or fine. The thinner the rollers the more the hurt is going to be. I should say ordinarily about five minutes, according to how far the man was from the break to stop her. ...

LONDONDERRY

ANGUS McEACHERN, miner, Londonderry mines, sworn and examined.

By MR. FREED:

- Q. What do you mine? A. Iron ore.
- Q. You are employed by the Londonderry Iron Company? A. Yes.
- Q. How long have you been working in these mines? A. About 27 years.
- Q. Did you begin here as a boy? A. Yes.
- Q. About how many miners are employed — skilled miners I now refer to? A. Probably about 75.
- Q. About how many other hands would be employed in the mines? A. I do not know exactly; I am not prepared to tell you.
- Q. About how many? A. Probably about 150 or 200, I could not say exactly.
- Q. Are there any boys employed? A. Yes; quite a number.
- Q. What do the boys do principally? A. They principally help the men.
- Q. Do they drive the horses? A. Men generally drive the horses.
- Q. What would be the wages of these boys? A. They range all the way probably from \$15, to \$18 and \$20 a month, and so forth.
- Q. You think none are under fifteen? A. I don't hardly think so; there might be one or two.
- Q. Are the miners paid by the day or by the ton? A. Both ways, by the day and by the ton.

- Q. The same classes of miners? A. Yes.
- Q. When a miner is working by the day what wages does he receive?
A. There are different rates of wages, \$1.28 and \$1.19.
- Q. Is that because of length of service or skill of the miner that this difference is made? A. I expect it is according to the skill of the miner.
- Q. How many hours a day do they work?
A. Nine hours.
- Q. Is it all day work or do they have night hands? A. There is day work and night work both.
- Q. And each gang works nine hours? A. Yes.
- Q. When the men work by the ton how much do they receive per ton? A. It varies; there are hardly two men getting the same price; there is so much difference in the quality of the ore that they generally always get different prices according to the quality of the ore they work.
- Q. About what do you think would be a fair average day's earnings for the men who work by the ton? A. The men working by the ton as a general thing do pretty fair. I suppose they average about \$1.50 a day anyway.
- Q. Do you work pretty constant the year round? A. Yes.
- Q. You lose no time except you desire to do so or because of sickness? A. No; without it is very seldom we need never lose time.
- Q. Is there ever any Sunday work? A. No; not now, except the pumps and that has to be done.
- Q. Do the men working on the night shift receive the rate of wages as those who work in the day? A. Yes; the same rate of wages exactly.
- Q. Does the company own any houses at the mines?
A. Yes.
- Q. What is the rent generally paid for these houses per month?
A. The men pay all the way from \$2.50 to \$4 a month. ...
- Q. Do you know what those boys of from 15 to 18 years of age receive per month? A. They receive all the way from 45 to 75 cents per day.
- By MR. KERWIN:
- Q. Do these boys have to pay 45 cents to the doctor, all through?
A. Yes.

Q. Are you sure it is not a lower rate? A. I do not think there is any difference in the rate. I think everybody in the employment pays the doctor.

By MR. KELLY:

Q. And the whole of the employés, no matter what their ages, pay forty-five cents a month or whatever the amount is? A. Yes; that is the rule.

Q. But do the boys pay the same rate as the men? A. I think they do.

By MR. HAGGERTY:

Q. Is it a slope or a shaft you work in or is it both? A. Both.

Q. A slope first and a shaft afterwards? A. Yes.

Q. Is it well ventilated? A. Yes; it is well ventilated.

Q. What means are taken to ventilate it — by a fan? A. No; by air courses you know.

Q. How many shafts are there? A. There are two main shafts. Our mine is well ventilated, it is drafty all through. All the workings are pretty well ventilated.

Q. Has there been any accident happen through explosion? A. No; not from explosion in this mine.

Q. Do they use safety lamps there? A. No. ...

Q. Do these places need timbering? A. Yes. ...

Q. Do the men working those places have to timber them themselves? A. Those that are capable of doing so timber for themselves and those that are not accustomed to timber the company does the timbering for them.

Q. Are the men who timber for themselves paid anything extra for doing so? A. Not very much. ...

Q. Do the men come up in the same hoisting apparatus as the material? A. Yes; the men all come to the engine house for dinner at noon every day, and we ride up in the cage and go back again at one o'clock. ...

Q. In case of accident to a man in the mine does he receive any reward or remuneration from the company? A. No; without it is some attendance.

Q. There is no fund provided for it? A. Nothing, only the club that the miners have; it is called an accident fund.

Q. What do you pay into it? A. It is only small; we pay 10 cents a month towards it. ...

SPRINGHILL

ELISHA PAUL, coal cutter, Springhill mines, sworn and examined.

By MR. KERWIN:

Q. What particular branch of the coal industry do you work at?

A. Coal cutting.

By MR. KELLY:

Q. How long have you been employed in the mine that is since you first commenced to cut coal in this mine? A. About eleven years.

Q. About what age were you when you first started cutting coal?

A. I was about 19 years of age.

Q. About what did you receive when you first commenced this business and at what branch of it were you at? A. When I first commenced this business I was working in the pit as a boy trapper, that is when I first commenced in the mine.

Q. What do you mean by trapper? A. Attending a door, opening and shutting the door after the horses got through.

Q. What does a boy usually receive for such work as that?

A. Forty-five cents.

Q. A day? A. Yes.

Q. How long does he be trapping before he receives an advance to other work? A. It is according to whether he is smart or not, or whether he is a big boy or not, or a small boy.

Q. Give the Commission the different grades of the boys' work and how they proceed from one to another? A. If he is a pretty smart boy he would get a raise in perhaps three or four months after he got into the pit and he would get a drive.

Q. What did you receive when driving? A. I can't state what they would receive now but what I received when I was driving was eighty cents.

Q. A day? A. Yes.

Q. What do you think the boys receive now? A. They get according to their size, from sixty to eighty cents, that is the drivers.

Q. Then what is the next stage? A. The next stage is breaking.

Q. What does that mean? A. Holding on the incline or counter-balance, checking it, gauging the speed of it, starting it and stopping it.

Q. About what pay do they get for that? A. When I was at it I got eighty cents, no more than for driving.

- Q. What is the next stage? A. Cage runner.
- Q. Is that the boxes? A. No; it is on this balance that I spoke of, it is putting on full ones and taking off empty ones.
- Q. What did you receive for that? A. \$1 a day.
- Q. After you got to that stage, how long would it be till a smart active fellow was able to go that far? A. A boy is not able to run a cage under sixteen unless he was a very large boy of his age.
- Q. Say he was 18, supposing he went there at 14 or 15 years of age how long would it be before he would be capable of taking charge of a cage? A. He might not be any more than three months if he went in a big boy but if a small boy he might take two or three years to get that far. ...

By MR. KELLY:

- Q. What would be the next stage? A. Loading.
- Q. That is the helper to the two men taking out the coal?
A. Yes; filling coal.
- Q. What pay does he get for that? A. \$1.25 and some of them get \$1.30 a day.
- Q. Is \$1.30 the highest paid for that kind of work? A. Well, there are some as we call helpers working in leading places, levels and like that — a good man, almost an experienced miner, who can get \$1.50 and \$1.40 a day.
- Q. Then I presume the next step is to the miner who digs out the coal? A. Yes.
- Q. Are they usually on piece, so much a box? A. Always, so far as I know.
- Q. I suppose a man usually learns this part of the business working in there shovelling first and then getting to be able to work around a little with the pick and so works himself into it? A. He would learn a good deal as to how to work the coal from seeing the men he is working for and how they do it. ...
- Q. How does a man that get as far as shovelling advance himself so far as to become a practical coalcutter? A. Well, if pretty smart he will get some old miner to help him or perhaps the boss will send for him whether he has another one or not.
- Q. Would the boss send him in to work without the other miners' consent? A. In most cases here a miner is allowed to choose his own buttey.

- Q. What is the usual number of hours per day that a miner works?
A. We are supposed to work eight hours; some work more, some less. ...
- Q. How much do you generally make a day on an average now, that is taking one month with another? A. Well, I generally make about \$2, or probably a little more a day.
- Q. Would it run up to \$2.25 a day? A. I do not think it would average that.
- Q. Would you make \$2 a day at least the year round? A. That is for each day I work, do you mean?
- Q. For every day you work do you receive \$2? A. Yes; as near as I can tell you.
- Q. How much time do you lose during the entire year? A. I am not prepared to say.
- Q. Can you tell us on an average about how much time you lose in a month? A. I cannot; I am not prepared to say.
- Q. Can you find work all the time? A. No.
- Q. What is the reason you cannot find work always? A. I can only find work as a general rule — well, we can find work when the mine is working; if not we cannot. Sometimes work can be found when the mine is not working, outside work. ...
- By MR. HAGGERTY: ...
- Q. Do you know if the price per box is higher now than it was five years ago? A. The price per box is not so much as it was five years ago, to the best of my knowledge.
- Q. Are you satisfied with the way they pay you now by the box, or would you prefer being paid by weight? A. I would just as leave work by the box as by weight.
- Q. Does it often happen that a box is docked because of there being bad coal in it through no fault of the men? A. No; I cannot say that there was any box docked on account of bad coal not the fault of the men.
- Q. Supposing a box gets off the track, what happens then with it?
A. If it gets off the track after it leaves the miner and no one happens to be in charge of it, it is lost.
- Q. Do you think the eight-hour system would be advantageous to the miners? A. Yes; certainly.
- Q. State in what particulars it would be to their advantage?
A. A man would live longer working eight hours in a mine than

by working ten hours. As a general rule the air in a mine is not as good air as on the surface and for that reason it would be beneficial for him to work eight instead of ten hours there, and a man could do as much work in the eight hours as he can in the ten, as he lays himself out to do so much.

- Q. Have you heard if the men have made any representations to the management of the mine as to getting the hours altered? A. Not to my knowledge.
- Q. Supposing such representations were made, would they be entertained? A. Of course, I am not prepared to say, but I do not think they would; they could not hoist enough coal in eight hours.
- Q. Then although a man might cut as much in eight hours as he would in ten they could not hoist it? A. No.
- Q. Have you any difficulty now in getting out the coal you cut? A. Yes; we have.
- Q. How is that? A. We have generally more men working than there is hoisting power for, especially in the winter.
- Q. Could not that be remedied? A. Yes; by not hiring so many men.
- Q. Are you a married man? A. Yes.
- Q. Do you live in a house belonging to the company? A. I have a house of my own. ...
- Q. Is there any institution here by which miners could improve their mind, such as reading rooms, circulating libraries, &c.? A. No; there is not. There has been a reading room, but I understand it is now closed up.
- Q. Has the management ever aided anything of that kind? A. The managing director has made several offers with regard to aiding a reading room.
- Q. Have they ever seriously considered the matter themselves, that is the miners? A. I do not know, I cannot say as they have.

By MR. FREED:

- Q. Do many of the men own their houses? A. Yes; there are considerable of the men who own their houses around here.
- Q. Do you think they have paid for them out of the wages they have earned in the mines? A. Yes; I think they have.
- Q. Is this \$2 a day or more which you say you earn per day exclusive of what you have to pay for powder and for oil? A. No; when I say \$2 I mean separate from the powder; the price of the powder is deducted from the pay before it is made into days' wages.

Q. You think you would have that much left? A. Yes. ...

By MR. KERWIN:

Q. Are the houses owned by the company cheaper or dearer than the houses owned by outsiders? A. As a general rule they are cheaper.

Q. Would a miner residing in one of the houses owned by the company have a preference in getting work over men living in houses owned by outsiders? A. I do not know as it would make any difference.

Q. Are those houses warm and comfortable in winter time?

A. I cannot say they are. My father lived in one, but it was a new house at the time, and it was a very comfortable house when I left it. I have not lived in one of them now for six years.

Q. Is there any organization or fund amongst the miners? A. Yes.

Q. Are there any benefits attached to it for the men? A. No.

Q. I mean sick benefits or death benefits? A. No.

Q. Any accident benefit? A. No; there are no benefits of any kind.

By MR. HAGGERTY:

Q. Have the company any objections to employing union men?

A. No.

Q. In case of a strike do the men generally favor arbitration?

A. Yes; the men have always favored arbitration so far as I know of.

Q. Has there been any trouble lately in that direction? A. No; not much to speak of.

Q. Have such troubles always been settled in that way? A. Yes; we have had arbitration in two or three cases, and it has always resulted satisfactorily.

Q. There is no limit to the amount of coal a man can get out in the winter time? A. No. ...

Q. Is the drinking water around here good? A. We are not blessed with good drinking water in Springhill anyway.

Q. Is there any difficulty in getting water around the mines for the supply of the engines, &c.? A. Yes; there was quite a little spell of idleness last summer on account of the want of water.

Q. Where do they get it from? A. They have holes bored all over the country.

By MR. GIBSON:

Q. You have stated that the miners work piece work, and you also stated that they work ten hours a day and that they could do as

much in eight, why then cannot they do it in seven? A. If a man goes into the mine and works he only gets a certain amount of time. If I go into the mine to-day or to-morrow and work half a day I get half a day's pay, and if I were to go in there and over-work myself and do it at the top of my muscle and make a day's pay in half a day they will not consider that I have done a day's work; there is a time-keeper there, although they are on piece work or contract work, and the time-keeper and the company gauge our work according to the time we work.

Q. Then, as I understand it, the difficulty would be that they would give you a less rate? A. Yes; if we went in and worked eight hours or seven hours and knocked off at three o'clock I should only get three-quarters of a day.

Q. Although you have done a day's work? A. Although I have done as much work as in ten hours.

By MR. FREED:

Q. Are the prices fairly fixed so that the men on the hard coal and the soft coal and on the different seams can average about the same wages? A. I do not know as they are.

Q. There are some works preferable to others even at the higher or lower prices? A. Yes.

Q. And those prices are fixed by the company after watching the time which the men take in cutting a certain quantity of coal? A. Yes; it is fixed according to their best judgment.

Q. Is there any favoritism shown in sending certain men to the best character of work? A. Well, I can't say as there is; there are some of the men, older hands and more practical miners, sent to certain work which will have to be done in a more particular way, that is all so far as I know, that is the only difference made; the management of the mine will put a more experienced man in a place where they wish it to be done in a particular way. ...

Q. I was in the mine to-day and saw nothing but open lamps used, is that usual? A. I do not know as there is a place in these mines but where an open lamp could be used, but if it stood a couple of hours then it might be necessary to use a safety lamp, but generally an open lamp is all that is necessary.

By MR. HAGGERTY:

Q. Is there any system of fines for anything you may do?

A. Nothing that I am aware of any more than for short measure

or like that unless you call that a fine if we send up a box that ain't quite full they dock it from us, that is about the only fine I know of.

Q. Do you consider it fair that that should be taken away from you? A. No; I do not.

Q. That goes in and is screened with the rest of the coal? A. Yes; so far as I am aware of.

Q. And you lose that? A. Yes; we lose that entirely.

Q. A man might load a couple of boxes a day that way and would they all be taken away from him? A. The boss at the bank or the foreman at the bank is supposed to deduct all the short boxes as far as I am aware — at least the miner understands they are supposed to deduct every box not filled or dirty.

Q. That is stone or clay? A. Yes, anything not filled with coal.

Q. Is there any way of remedying that at all that you know of? A. I do not know there is any way of remedying it; it would hardly do to stop docking but there should be some scale arranged so that we would not lose the whole box; but it is right, when it is done, that we should lose some proportion of the box.

Q. Have the men ever tried to make any arrangement by which that might be remedied? A. Yes; the men have suggested that it might be remedied by deducting a certain number of pounds or a certain amount to be taken from the box; we have tried to make an arrangement with the official of the mine to that effect.

Q. The men have now no man employed to inspect the coal on their behalf? A. No.

Q. Have you anything to suggest to the Commission which might be of benefit to miners? A. I could say several things that would be of benefit to the miner.

Q. Then let us hear them? A. The most particular thing would be the riding up and down; we believe we should ride to and from our work and that our tools should be sent down to us.

Q. Do you now have to carry your tools down to the mine with you? A. Yes.

Q. Are they sent up for you? A. When we have done using them, that is the picks or drills, we put them in a box and they are sent back and then we carry them back when they are sharpened.

By MR. KELLY:

Q. How much in weight would there be in a load of picks such as you carry down with you? A. Two men are supposed to have eight

picks, two drills; they would not have to carry the drills more than twice a week, probably after working in a hard place eight picks would not do all day — that leaves four picks each man each weighing about two or three pounds with the handle and that and your dinner and a powder can and if you put that together you will have a better idea than I can give you as to what the weight would be. ...

By MR. KERWIN:

Q. Does a boy pay anything towards the doctor? A. A boy getting a dollar a day pays the doctor; a boy getting under that pays nothing.

Q. A boy getting \$1 pays as much as a man to the doctor does he?
A. As much as a single man. ...

WILLIAM REES, overman at Springhill Mine, sworn and examined.

By MR. FREED: ...

Q. Does the company own houses in which miners live? A. Yes.

Q. Many of them? A. Probably about 60 or 70 altogether; maybe more or less, for I cannot say exactly as to number.

Q. How many rooms would there be on the average in the houses which the miners occupy? A. Three or four rooms and a kitchen.

Q. What rent would they pay for such a house? A. They have them at different prices, just according to the position of them; some of them are better fitted up and larger than others, too — more rooms — and they pay \$1.50, \$2 and \$2.50 a month for them.

Q. Does the company supply the miners with their coal free?
A. No; not free.

Q. What do they charge miners for coal, that is, the men in their employ? A. I think that they have to pay about 75 cents a load.

Q. About how much would a load be? A. I suppose somewhere from one-half to three-quarters of a ton. ...

Q. Do you pay a monthly allowance to a doctor? A. Yes.

Q. What is that monthly allowance? A. Men of families pay 45 cents and single men pay 35 cents a month. ...

Q. Do the men have any voice in the selection of the doctor?
A. Solely; they are the parties that select.

Q. The company does not choose him? A. No; I do not think they have ever interfered with that yet.

Q. Is this arrangement one made by the company or by the company with the consent or acquiescence of the men? A. I think the

present doctors are chosen by the men and of course it is sanctioned by the company; they assist them by collecting it and keeping it from the pay of the men in the office; it is a mutual agreement between them.

Q. Have the men any fault at all to find with the arrangement?

A. Well, I think not so far as I know, or at least I think the majority of the men at any rate are perfectly satisfied with that agreement.

Q. Does the doctor supply medicine as well as advice? A. Yes.

Q. In critical cases such as a broken limb where consultation is necessary, or assistance is necessary, does the doctor make any extra charge? A. No.

Q. In cases of mid-wifery does he make an extra charge? A. Yes.

Q. That is understood when the bargain is made with the men?

A. He charges \$2 then any way. At least he does to me.

By MR. HAGGERTY:

Q. Would you be kind enough to tell us what your duties are?

A. To enter the mine and see that everything is right and kept in order, and to see that the orders of the underground manager are carried out.

Q. You are the first person to enter the mine in the morning?

A. Yes; I am.

Q. Those appointed to inspect the mine during the night, do they report to you? A. Yes; every morning.

Q. Do they employ safety lamps? A. Yes.

Q. And always use them? A. Yes; and never anything else.

Q. Has there ever been any accident through going around without safety lamps? A. No; well we had one man slightly burned here at one time.

Q. Was that through his own neglect? A. Yes; there was a small place which made a slight quantity of gas and he went to blast there; the fireman was in his company too, that is the man who does this kind of work; they were talking together a few moments and did not go right to work in the place and he forgot himself and there was a small quantity, perhaps a foot or so of gas that had accumulated there and it fired and he got burned.

Q. What action would be taken against a person who would do that and go around without a safety lamp; that is if a slight accident happened again such as you have mentioned and it was reported

to the manager? A. I suppose the manager would be empowered to fine him. I do not know whether there is any certain law about it, but I suppose there would be a fine put on him and he would have to pay it or be discharged from the works. ...

Q. In coming up the slope how is it arranged for the men to come up, do they walk up? A. Sometimes they do from some of the pits not very deep; they walk up a good many but generally they ride.

Q. Is it a general rule that they walk? A. Yes.

Q. Is there a separate road for them? A. Yes; there are travelling roads for them.

Q. Coming up those travelling roads have they assistance of any kind? A. No; no assistance, only steps.

Q. No railing on the side? A. I am not just prepared to say how it is in the other pits, but at present we have none in ours.

Q. Do you not think it would be an advantage to the men after a hard day's work to have assistance to come up? A. Yes; I suppose a railing would help the men a bit.

Q. There is no light on the travelling road? A. Directing lights?

Q. Yes? A. No; there are no permanent lights.

Q. Do you not think it would be an advantage to have them at certain distances? A. No; I do not think so; I do not think it is necessary; it would not be safe to have permanent lights with no one to look after them.

Q. Is the air perfectly good on the travelling roads? A. Yes; as a rule; in fact most of them have a return air-way; they are all well ventilated. ...

By MR. KELLY:

Q. What provisions are made for the men attending to their wants in the pit – say the men down at the further end of the workings?

A. To satisfy their natural wants they have generally to go into the main borings.

Q. Is there any provision made for them for such purposes – are they taken at all into consideration? A. No; there is no regular provision made, but there is always plenty of places in the old workings out of the main workings.

Q. Do you ever find fault with the men using such places?

A. Occasionally; when it causes the men inconvenience we have to find fault.

- Q. Do you not think it would be advisable on the part of the management to see that provision was made for such purposes?
A. I do not know rightly what provision could be made unless provision was made to send the men up altogether; that is, better provision than they have.
- Q. What is the distance down to the bottom of the pit if a man were called and wanted to come to the top of the works; would he have to tramp it up? A. Yes.
- Q. He would not have a chance of getting on one of those little caravans to get up? A. No; he is not allowed to ride on them.
- Q. When taking down their tools to work in the pit — does the company furnish the tools to the men? A. Yes.
- Q. What tools do they furnish to each man? A. Well, each set of men gets eight picks a day, and they get two shovels and the necessary boring tools, a maul and a wedge.
- Q. Do the men have to lug these up and down every day? A. They send their picks up in the boxes, but when they go to work in the morning they have generally to carry them down with them.
- Q. Are they obliged to carry them down? A. Yes.
- Q. Do you think it would be as easy to send them down in the cars to the foot of the mine — I mean where it branches off at the foot — would there be any difficulty in sending them down?
A. The men generally like to take their tools with them. For instance a great many of the men don't go down there at all — perhaps half of the men don't go down there at all, but go off to other works by short cuts, and to send their tools down there would be extra labor to them. ...
- Q. What is the longest distance from the top of the mine to where these men are working? A. Which way do you mean?
- Q. To go down and to branch off to either of these places? A. I suppose the very longest distance we have is, may be, three-quarters of a mile.
- Q. Supposing the endless chain should break some day in going down and some of the men on the line of road coming up —?
A. The men don't travel that way.
- Q. Are they not allowed to travel on that? A. No; there is a separate travelling road altogether from the top to the bottom.
- Q. I suppose the members of the Commission could have the privilege of seeing that and walking down if they chose? A. Yes.

- Q. Did I understand you to say that the men are paid at the end of the month in full up to the 15th? A. They pay every fortnight. Up to the 15th of the month they have the time put in and then at the end of the month they get a scrip. They get every fortnight a sum equivalent to what they make or something near to it as they don't in the office make it up particularly, but at the end of the month it is made up right and they get scrip for the full sum due them, and then they are paid.
- Q. You have some small boys working down there in that mine, I suppose? A. Yes.
- Q. What is the age of the youngest one that you know of? A. There are none under twelve so far as I know.
- Q. When those boys ask for employment in the mine do you usually ask their age? A. Yes; we are not allowed to take them under twelve.
- Q. Is there any law in force in the province prohibiting you? A. Yes.
- Q. A Provincial law? A. Yes.
- Q. Do most of the boys in the mines read and write? A. Well, a good many of them I know can, but there may be some that cannot; but I think the majority of them can read and write very well. ...
- Q. Supposing a boy aged twelve comes to the mine and is employed by you or whoever employs him what pay will he get? A. The lowest we pay is forty-five cents a day.
- Q. And then according as he becomes more useful you advance his pay? A. Yes.
- Q. After a boy has been at work for about a year what would he receive? A. He may get 60, 70 or 80 cents a day.
- Q. Just according to his worth? A. Yes; just according to his worth. ...
- By MR. FREED:
- Q. If a man working under orders from the manager or foreman got injured does his pay continue while he is laid up? A. No; I don't think.
- Q. Is there any fund from which such a man draws any benefit or pay or allowance? A. Yes; there is a benefit society in connection with the company.
- Q. Do the men contribute the whole of the funds to that society or does the management contribute anything? A. The company contributes about one-third or 50 per cent, I am not sure which.

By MR. HAGGERTY:

- Q. Do the men who contribute to that fund do so optionally? A. It is universal with us. When a man comes they won't force him to pay it if he does not want to be in the society.
- Q. It is optional with himself? A. Yes.
- Q. The tax for it is collected in the office? A. Yes.
- Q. How is that benefit given to the person who is injured — what arrangement is there for its distribution — what way do the company provide to pay the injured man? A. It is all done in the office. There is a secretary and a treasurer, and the money is held back and put into the Halifax Banking Company here.
- Q. Is there any scale by which the persons injured receive it? A. Thirty cents is the universal pay and he gets \$2.50 a week.
- Q. For how long? A. Twenty six weeks. A man paying 50 cents gets \$4 if he is taken sick or gets hurt. He gets a cheque on the bank for his money, and it is given fortnightly on the same system as the men are paid.
- Q. Do the men generally take advantage of that society and subscribe towards it? A. I think it is pretty nearly universal.

By MR. FREED:

- Q. Do you know whether there is an accumulation of money in this fund as a rule or is it pretty closely drawn upon? A. Well, last year they did not get much of a surplus as there was a good deal of sickness. There was a good deal of fever contracted by the men in the work which kept it down, but they got some surplus and that was a safe sign.
- Q. Is there any death benefit? A. Yes, \$60.
- Q. Is that the same to both classes of persons who pay into the funds of the society? A. Yes; I think the death benefit claim is the same no matter which rate you pay.
- Q. That is where death results from sickness or accident? A. Yes; there is so much allowed to the widow and each child for so long a time — for a year.
- Q. The money is invested in the bank here? A. Yes.
- Q. In whose name? A. There are trustees.
- Q. Appointed by whom? A. Appointed by the men, of course; the officials of the company have a man or two men and the men have three men on it — there are five trustees.
- Q. Do these trustees give ample security that they will handle the money properly? A. I think so. ...

By MR. HAGGERTY:

Q. How often does the inspector visit the mine? A. Monthly.

Q. Every month? A. Pretty regularly, every month.

Q. In case he does not come himself is there a deputy inspector?

A. It is the deputy inspector I mean.

Q. Are you furnished with a copy of the rules for working in this mine? A. Yes. ...

By MR. KELLY:

Q. What time do the boys work in a day? A. They are supposed to work ten hours. Of course, some do, but as a rule they generally do not work more than eight or nine hours.

Q. Do the foremen in the mines ever kick or beat these boys for not attending to their work, their duties; have you ever known boys to get kicked by overseers or foremen in the mine? A. I cannot say that I do.

Q. Would the company allow the foreman in the different shifts to beat and abuse boys? A. No; I do not think they would.

Q. You do not know of any boy ever getting a beating from a foreman? A. No.

Q. How many altogether are employed? A. Well, I suppose, in all probability about 1,400 or 1,500.

Q. How many of them are boys? A. Probably there would be 100 or 150 boys.

Q. How many doctors are there? A. There are three recognised colliery doctors.

Q. In what manner are they elected by the men — describe the way?

A. They hold a public meeting in one of the halls and they agree unanimously upon a man; of course the doctors here now are those who were here when the work started.

Q. Is there any system of fines in the mines? A. Yes; there is a system.

Q. What are the men fined for? A. They will be fined if they disobey orders or do anything against the mining laws in any way, then they are liable to be punished.

Q. Is it against the rules laid down for these mines? A. Against the Mining Act.

By MR. FREED:

Q. Are they fined by the company or by the authorities? A. The company would take them before the stipendiary magistrate.

Q. Would they be fined under a provincial act? A. Yes.

Q. And would they be fined for any infringement of the rules made by the company? A. No; it would be under instructions from the company, or the company would be the parties taking the charge against them. ...

By MR. KELLY:

Q. How many boxes would two men get out in a day — as I understand you two men work together? A. Yes.

Q. And they divide the pay? A. Yes.

Q. And do they have to pay anybody out of the schedule prices? A. They hire their own loader or helper who loads the coal for them and they have to pay him.

Q. How many boxes would the two men and the helper get out in a day? A. Well, in some places they dig from 20 to 22 boxes a day. ...

WILLIAM HALL, manager Springhill Mines, sworn and examined.

By MR. FREED: ...

Q. How many men are employed by the company at present?

A. A little over 1,400, men and boys.

Q. How many men have the company underground and how many above?

A. About 1,050 underground. ...

Q. Is it very frequently the case that a man goes into the mine and remains there all day, but in consequence of the difficulty in getting away his coal he would not be able to put in a day's work? A. No; it has been during the past few months.

Q. Has it been more frequent during the past two months than in ordinary times? A. Yes.

Q. Very much more? A. Yes; very much more.

Q. Is this due to the inability of the company to supply cars for all the men employed or is it due to the fact that at the mouth of the pit they cannot get the coal away? A. They cannot get cars to take the coal away on the railroads.

Q. When a man goes to his work — a coal cutter — and it is impossible for the company to get the coal away, would it not be better to notify him of the fact so that he might enjoy himself above ground if he cannot work to advantage below? A. I do not know about that; he knows there is something wrong when he

cannot get his coal away, he will know something is not going on right. ...

Q. Are not the men hauled up and down in coal mines as a rule?

A. In some they are and in some they are not.

Q. Would not the facilities provided in these mines be applicable to your mine? A. Yes; perhaps.

Q. Have accidents occurred to the hoisting apparatus in those other mines? A. There is hardly a mine in which accidents do not happen at some time.

Q. In the hoisting apparatus I mean? A. I have not heard of any.

Q. What is the age of the youngest boy employed in the mine?

A. Well, perhaps about eleven and a-half years is about the youngest, between that and twelve.

Q. Have you any limit below which you will not employ boys?

A. Nothing under 10.

Q. Is there any law of which you are aware in the province fixing the age below which boys shall not be employed? A. From 10 to 12, that is what the law says.

Q. That they may be employed from 10 to 12? A. Yes. Though we do not employ any of 10 as we know of.

Q. What employment do you give those boys between 10 and 12?

A. What we call trapping doors — opening doors upon the levels. ...

Q. It requires their constant attention? A. Yes; it requires constant attendance.

Q. What would be the consequences if the boys were to neglect their work? A. In some places it might be the means of a door being left open and the air would get foul were it in a place where men were.

Q. Have such mishaps ever happened in your mine? A. No.

Q. If you found a door opened when it should be closed, what would be the consequences to the boy? A. We generally punish him some way.

Q. Do you fine him? A. No; I would threaten him that if he did it again he would be put off the ground altogether.

Q. Would you whip him? A. No; we do not whip them.

Q. Do you know if any of the foremen whip the boys? A. No; not as I am aware of.

- Q. You would object to it if you heard of a foreman beating a boy? A. Most certainly I would not.
- Q. Why not? A. Because I think a whipping does him more good than discharging him or turning off the work; at times it does not look well, but many a good lashing and a good whipping I got in the pit, and I believe in it, though we do not do it, as I stated.
- Q. When the young boys come to you do they come of their own notion or do their parents with them? A. Sometimes the parents come, very seldom a boy comes himself.
- Q. Do you think the parents of the boys between 10 and 12 require their earnings? A. Yes. ...
- Q. What is the average school education of children between 10 and 12 that you have to do with? A. Generally very fair.
- Q. Have you good schools here? A. We have very fair.
- Q. What do you think is about the age at which the children generally quit school? A. About 13 or something like that, some go till 14 or 15. Those who can afford to do it keep their boys there as long as they can; it is only those who cannot afford to keep them that put them to work at a younger age.
- Q. As a general rule they put their boys into the mine? A. Yes.
- Q. If they want to go to anything else they must leave the place? A. We have nothing else in the company.
- Q. No facilities for learning a trade? A. There is not very much here.
- Q. Do you think many of the miners save money? A. Quite a few.
- Q. As a rule do they buy property or put their money into the savings bank or do they invest it other ways? A. There has been quite a large number who have bought property and are making very good use of their money.
- Q. When they buy property and partially pay for it can they get the remainder from the building society or do they get the whole from the society? A. I do not know anything of their business in that respect, but if they buy the land from the company they pay for it in instalments as they can afford it.
- Q. Do any of the men buy land from the company and find themselves unable to pay for it so that it devolves again to the company? A. I have known a case.
- Q. Give us some idea of the number who have bought property from the company? A. Probably 150.
- Q. And they have all paid or are in the process of paying for it? A. Some have paid and some have not.

- Q. Do they meet their payments promptly? A. They are very well in that respect.
- Q. Not very many have to ask for an extension of time? A. No.
- Q. Of the proportion who buy lots what proportion have put houses on them? A. Very few indeed have not put houses on them.
- Q. How many houses for the use of miners do the company own?
A. I think about 63 or 64 blocks is all that we have.
- Q. That is 63 or 64 tenements? A. No, double.
- Q. That would be about 120 tenements? A. Something like that.
- Q. About how many rooms in each tenement? A. Three, four and five in some of them.
- Q. What would be the rent per month for a tenement with three rooms in it? A. \$2 a month.
- Q. And for those with four rooms? A. \$2.50 a month.
- Q. For those with five rooms? A. That is the same; there is no difference.
- Q. Give us an idea of the cost to the company for erecting one of these houses? A. About \$600 a block.
- Q. That is for two tenements? A. Yes; that is something very close to it.
- Q. Is that independent of the land? A. Yes.
- Q. When a miner rents one of those tenements, does he have to pay the taxes or do the company pay them? A. The company pay the taxes. ...
- Q. You have a good class of men here? A. Yes; I could not desire better.
- Q. Are they generally Nova Scotians? A. One-half is Scotch and the other half are mixed; there are all kinds — Irish, English, Frenchmen, Italians and every kind working here.
- Q. Did the company ever bring any large number of miners from any other place? A. No; we did two or three or four years ago, I think, try to bring some down from Cape Breton, but we did not get any; we had a man there trying to get some.
- Q. Did you ever make any arrangement for the importation of miners from Great Britain or from the continent? A. No; never did.
- Q. Nor from the United States? A. No.
- Q. Did you ever need a large number at one time? A. No.
- Q. Have you any objection to employing men who belong to or who hold any positions in labor organizations? A. No.

Q. None at all? A. No.

Q. Do you ever question them as to whether they belong to such unions or not? A. No; I never have asked a man that yet. ...

By MR. HAGGERTY:

Q. Do you supply the miners with coal? A. Yes.

Q. What do you charge them for a ton? A. They are charged 72 cents or 74 cents a load.

Q. That includes the hauling? A. Yes.

Q. Has it ever been given free except the hauling? A. No.

Q. Do you know if it is the custom of other mines to do so? A. No; I do not know.

Q. When a miner sends up coal dirty or slack what is done here?
A. If a good deal of stone we dock it.

Q. What becomes of the coal? A. It goes with the rest; the company gets it.

Q. Do you not think it would be a good idea to let it be supplied to the house? A. They would not like it themselves.

Q. Supposing it was screened? A. We could not do that kind of thing.

Q. Do you not think that the miners should be entitled to some part of it? A. It depends upon circumstances; I am of opinion that he is not because we do not dock it only when necessary — there has to be a good deal of dross in it before it is docked and I think it makes the men more careful as they know the rule of the mine and they will send clean coal and I do not think they would be particular if only a few pounds were taken off each box that way.

Q. Who is the judge of the quality? A. I have a man at each pit. There are quite a number to look at it and I spend a good deal of time myself at it and it is not for a small quantity of stone it is docked; there has to be a good deal of it. ...

Q. There are a number of miners who rent houses from the company — do you consider the rentals high or are they moderate?
A. I think the rentals are moderate and fair.

Q. Do you any way assist the miners to build their houses? A. No; we do not. We have in one or two cases, but we do not make a business of it.

Q. Do you not think it would give them a standing in the place?
A. Miners are queer people; you do not know them. For my part I would like them to have a comfortable home, and I have

devoted my time to get them comfortable homes, but so far as the company assisting them is concerned I do not know whether it would be beneficial or not. We have done it for one or two, but no more than that. ...

Q. Could you give the number of boys employed in the mines?

A. Well, I think in the three mines we have 160 perhaps.

Q. Do you know or could you discover any means by which you can tell if they can read and write when they enter the mines? A. All I know can read and write, every one of them.

Q. Do they work as long as the miners? A. The boys as a general rule work ten hours a day.

Q. There is no rule laid down making a regular time for working?

A. No; we have always been in the habit of working ten hours; every coal mine is ten hours; there is I think a law in England that boys should work eight hours, but I do not think it is carried out; the boys there stop ten hours; I do not know whether the law there is ever enforced; I may say it is the law here, but it is never complied with.

Q. How many hours on the average do miners work? A. I should think they work on an average in the neighborhood of eight hours a day; I think some work a good deal less and some considerably longer.

Q. Do you approve of the eight hour system? A. Yes; I consider it long enough for a man to work in a coal mine.

Q. Do you think a man working eight hours can do as much as he can in ten hours? A. It depends upon the man, some are stronger and can hold out longer.

Q. Generally speaking what do you think they can do? A. If they cannot work it out in eight hours they cannot in ten. ...

By MR. FREED:

Q. About how many lives have been lost in the mine since you came here? A. I could not give you the figures, I am sure.

Q. Give us the figures during the past year? A. We had six killed this last year. We had two killed outside and four underground.

Q. What killed these men underground? A. By falling coal I think, most of them.

Q. Was this fall of coal preventable? A. No.

Q. If any miner were to think a place dangerous would you have the danger removed as far as practicable? A. Yes; certainly.

- Q. Do they frequently report that they think a part of the mine is in a dangerous condition? A. No; there is not much of that.
- Q. If they did report does some competent person go at once and inspect the place? A. We have a man continually inspecting the place.
- Q. Have you ever had any explosions from fire damp? A. Yes.
- Q. Serious? A. No; nothing serious.
- Q. No lives lost? A. No; we never had a life lost, but we had a man who was burnt and died afterwards — that was some years ago.
- Q. Is that the only accident you can remember? A. Yes; we had one in September last, but nothing serious. ...

By MR. KELLY:

- Q. Have the company any stores of their own on which the men get orders? A. No; we have no stores; all the stores we have is that the men get a little oil and powder sometimes.
- Q. Do you not think a co-operative store among the men would be more beneficial to them; they could get all their things in a cheaper way and so live at a cheaper or at a better rate, I mean now household goods, &c.? A. That is a thing I understand, but the men would not deal with such a store; they do not go into that kind of thing. There is no doubt such a store would be of great benefit to the men, but as long as they do not believe in it they won't do it.
- Q. Did you ever speak to them of the benefits to be derived from such a co-operation? A. We had them here — two of them.
- Q. What was the cause of their not being continued? A. I do not know exactly the reason of their stoppage — they know best themselves; they had some reason for it and for giving them up.
- Q. You generally find the men sober and industrious? A. Yes.
- Q. Are their habits good? A. Yes; pretty good. ...

ROBERT McTAGARTH, aged 13, employed at Springhill mines, sworn and examined.

By MR. FREED:

- Q. How long have you been working in these mines? A. Two years.
- Q. How old are you? A. 13 next August.
- Q. Have you been working all the time? A. Yes.
- Q. How many hours a day do you work? A. Eight and ten.
- Q. What time do you go down in the morning? A. 7 o'clock.
- Q. What time do you come up? A. 3 o'clock.

- Q. Do you take your lunch with you? A. Yes.
- Q. What are you doing now? A. Driving.
- Q. How long have you been driving? A. About three weeks.
- Q. What were you doing before that? A. Going around with the fire box.
- Q. What before that? A. That was the first job I was at.
- Q. What did you get at first? A. \$15 a month.
- Q. What do you get now? A. Sixty cents a day.
- Q. What do you do with your money? A. I give it to my mother.
- Q. Have you a father? A. Yes.
- Q. Is he in the mines? A. Yes.
- Q. Did he want you to work there? A. Yes.
- Q. Did you want to work there yourself, or would you rather go to school? A. I would rather work in the pit.
- Q. How many times have you been whipped since you were down there? A. Not at all.
- Q. Have you been scolded very often? A. Not often.
- By MR. KELLY:
- Q. Have you ever been scolded? A. I have been. ...
- By MR. FREED:
- Q. Can you read and write? A. Yes.
- By MR. KERWIN:
- Q. How many years did you go to school? A. When on the night shift I used to go to school too.
- By MR. HAGGARTY:
- Q. Is there any night school here? A. No.

WILLIAM TERRACE, sworn and examined.

By MR. FREED:

- Q. How long have you been working in the mines? A. Five years.
- Q. How old are you now? A. Fifteen on the 21st day of last February.
- Q. What did you do when you first went into the mine?
A. Turn the fan.
- Q. How long were you at that? A. About four months.
- Q. What did you get? A. 45 cents a day.
- Q. What are you doing now? A. Driving
- Q. How long have you been driving? A. Three years past.
- Q. What pay do you get? A. 70 cents a day.
- Q. When you first went driving what did you get? A. 55 cents.

Q. It has increased from time to time? A. Yes.

By MR. HAGGERTY:

Q. What is the highest wages paid drivers? A. \$1.25.

By MR. KELLY:

Q. Did you ask for an increase? A. Yes.

Q. Was your increase given to you voluntarily? A. I asked for it.

Q. Who gave it to you? A. Mr. Swift.

By MR. FREED:

Q. You live with your parents? A. Yes.

Q. You give them your money? A. Yes.

Q. Is your father working in the mine? A. Yes.

Q. How many brothers and sisters have you? A. Three brothers and five sisters.

Q. Do any of your brothers work in the mine? A. Yes.

Q. Younger than you? A. Yes.

Q. How long have you been to school? A. About four years.

Q. Can you read and write pretty well? A. Not much. ...

By MR. KELLY:

Q. Do the overmen ever beat or strike you? A. No.

Q. Do they scold you? A. Sometimes they do.

Q. Do they ever swear at you? A. Sometimes the roadsman does.

Q. I suppose they do not until you require it? A. When you are blocking the road. ...

By MR. FREED:

Q. Are the miners as a rule generally kind to you?

A. Yes; they are. ...

Q. You have no complaints to make against any of the regulations in the pit? A. No.

Q. You have no fault to find with the overmen or anyone else around? A. No.

Q. Do you like the work? A. Yes. ...

STELLARTON

MAURICE JOHNSTON, coal cutter, sworn and examined.

By MR. FREED:

Q. In what mine are you employed? A. In the Drummond mine.

- Q. How long have you been employed there? A. I have been employed there since 1881, with the exception of 8 or 9 months during that time.
- Q. How many hours a day do you work? A. The general rule is to get down as near six o'clock in the morning as possible, and it is customary to get home — there is accommodation for the men to get up — at half past three.
- Q. And the rule is to get up at 3:30, and have you finished your day's work then? A. Yes; there are cases when the men cannot get away. The coal cutters try to get home at that time, but the mine is not supposed to be down until 5 o'clock.
- Q. When all hands come out? A. Yes; men and boys.
- Q. But as a rule coal cutters work from 6 to 3:30? A. Yes; only some of the cutters have to stay till 5 o'clock, or until they finish.
- Q. About how much can the average coal cutter earn per day, taking one day with the other? A. In some places he can make more than he can in others, and the object is to make \$2 a day if possible.
- Q. Do you think the cutters throughout the mine can average \$2 for every full day they work? A. No; I do not. ...
- Q. In some places the coal is harder than in others? A. Yes.
- Q. And in some places the seam is thicker than in others? A. Yes.
- Q. Do the men, as a rule, get fairly equal opportunities of earning money? A. The most of the mines try to do that, but some are not particular. They try as much as possible to give all an equal chance, but it does not happen that they all get it.
- Q. The price for cutting a ton of coal varies according to circumstances, I suppose? A. Yes; according to the size of the place, but they are not paid by the ton; they are paid by the box.
- Q. Does the manager of the mine fix the rate absolutely, or does he fix it after consultation with the men themselves; I mean the rate which shall be paid to the men for cutting the coal in any of the particular places? A. He does in some instances.
- Q. Do the men have any say in fixing the rate; that is, the miners themselves? A. Sometimes they have a say.
- Q. Is it the feeling among the miners that the rate fixed is fairly just? A. Not always.
- Q. Sometimes they think it is not exactly as it should be? A. Yes; sometimes they do think so. ...

By MR. WALSH:

Q. Could you state any particular grievance or difficulty — that is, from your own standpoint — so that we can readily understand what you mean by those difficulties; state any particular difficulty? A. It is like this: when times are dull and when men are plenty, then the master absolutely fixes the price; when times are good and the men are not so plenty, and when the men are thoroughly organized, then they generally have something to say, and that is the way it goes; when the men are situated so that they can command a fair price they sometimes get it; and as you are aware, they sometimes have to come out on strike to get what they think is just, and that is why we have strikes.

By MR. FREED: ...

Q. How many men work at one breast? A. Three as a general rule.

Q. Two miners and a helper? A. Yes.

Q. Do the men pay the helper? A. Yes.

Q. How much per day as a rule? A. \$1.30 is the standard price.

Q. Do the loaders in time become cutters themselves? A. Yes; if they have a desire to.

Q. What are the ages of the boys who drive underground? A. They begin to drive when big enough; the boys come in at 12 years of age to keep doors and there are some boys you know yourself 12 years of age, as big and as strong as other boys of 14 or 15, when they usually at that age commence to drive and they keep driving till they are 18 sometimes. ...

Q. Do they ever work double shift in the colliery? A. In some cases they do. It is necessary sometimes to work a double shift at sinking or so forth.

Q. When you work double shift do the men receive who work at night the same rate as the men working in the day? A. Yes; they are under contract and they make as much as under the circumstances they can make; they get as much as they can make and they are paid either by the box or by measure.

Q. How long is it since there was a difference between the men and their employers as to wages? A. Not so very long ago.

Q. That was caused, was it, by a reduction of wages? A. Yes.

Q. How was it settled? A. The men had to take just what the masters would give them.

- Q. Were there any attempts made on their side at arbitration or conciliation? A. No.
- Q. Were the men willing at that time to submit to arbitration? A. Undoubtedly.
- Q. But they did not make any such proposal to the company or manager? A. Well, I think they did.
- Q. Are you sure on that point? A. I know they were simply told that they had to take that or do without it, as that was all they would get.
- Q. The manager at all events would not listen to any other proposal? A. He would not listen to any proposal; of course we were at him many times to try and make it more and showed him the reasonableness of it and so forth.
- Q. Do you think that in such cases a board of arbitration would be a good thing? A. Yes.
- Q. Would you favor a board of arbitration in which each side would select one and they a third, or would you prefer a Government board? A. I would prefer a Government board such as we had the other day.
- Q. You would rather have a permanent board of arbitrators appointed by the Government to sit in all cases? A. Yes.
- Q. Do you think that men, not miners, should in coal mining arbitrations sit on such board? A. I think the workingmen ought to have one to represent them to present their case.
- Q. My question was as to obtaining your view as to whether such a board should sit and arbitrate on all cases? A. I would not care about them sitting in all cases, provided the Government always appointed a board when it was necessary and give the working men an opportunity to be heard before the board and a working man on the board besides.
- Q. Do you think that men, not miners, would be in a position to judge independently of a mining question so as to give a fair decision? A. Without receiving information — no.
- Q. Supposing a board of strangers, none of whom were miners, were to come in here in case of a trade dispute, would they be able, after hearing testimony and examining the works, be able to form a just opinion and do justice between the men and the employers? A. I think fairly intelligent men would be able, after the case was properly and intelligently put before them, to do so.

- Q. Was there any strike at the time you spoke of? A. No.
- Q. The men accepted the reduction? A. Yes.
- Q. What was the cause of the reduction? A. It was said that the price of coal was reduced in the market so as to make sales and therefore they had to reduce the cost of getting it out from the mine — that is the argument they used.
- Q. Has there been any accident in your colliery? A. Yes.
- Q. What were the causes of the accidents that have happened?
A. You have all heard of the Drummond explosion.
- Q. Apart from the explosions has there been any fatal accident?
A. Yes; some.
- Q. Did the roof even come down? A. It is a very good roof. I think the most accidents have been from falls of coal after it was mined. ...
- Q. Are the men always as prudent as they ought to be? A. Well, as a general thing the men in the Drummond colliery are a very intelligent class of men as miners, I mean a very intelligent class of men, as well as knowing generally how to work coal; they know their business, I mean. ...
- Q. The gas is pretty bad in this mine, is it not? A. Well, there is gas in it as there is in most mines.
- Q. If the mine is properly ventilated and properly provided with doors and ventilating shafts, can it with reasonable care be kept free from gas? A. Yes.
- Q. When gas has accumulated has it been due to carelessness on somebody's part, or has it been due to causes that could not have been guarded against, that is with reasonable prudence and forethought? A. It has accumulated from carelessness on the part of some one.
- Q. Do you think the party or parties responsible for that accumulation of gas has or have been the managers or the miners themselves? A. The miner has nothing to do with the ventilating of the mine or the working of it in any shape any more than the digging and the filling of the coal.
- Q. How many explosions have there been in your time which have resulted fatally? A. None in my time.
- Q. Have there been any small explosions which have burned anybody or caused any accident not fatal? A. No.

Q. You think that since 1881, since you have been in the mine, that reasonable care has been taken to keep the mine free from gas?

A. I worked in that mine, you know, a long time before.

Q. Well, say since 1881? A. I think they have tried all they know how to keep the mine free from gas since 1881.

Q. Do you ever use open lamps in the mine? A. No; well, there are a few exceptions, but no open lamps are used at the faces. I mean there are a few spots where the safety lamp would not show sufficient light, and there they use a light, but there is quite a draft at the place I mean.

Q. There would not be any accumulation of gas there? A. No; you would not expect it, as there is a draft there. ...

Q. In case of sickness or in case of the death of a cutter or a laborer would any assistance be rendered by the mining company except the doctor's attendance? A. Not as I know of; they are not in the habit of doing anything like that.

Q. There is no fund to which the cutters themselves contribute and the management also contribute to assist people who are sick or disabled in any way in the mine? A. No.

Q. Do you think the men would approve of such a system; something like they have in Springhill? A. I think the men would — I know they would.

Q. Do you think it would be a benefit to them? A. Yes; it would. ...

By MR. GIBSON:

Q. At the time of the reduction of the wages did the men take any steps to find out whether the market price of coal had fallen or did they take the company's statement that prices had fallen in the market? A. They knew and believed that the market price had fallen, but not to justify the reduction made.

Q. The reduction was greater than the fall in price? A. Yes.

By MR. KERWIN:

Q. For what reason were the men you have said were blacklisted so blacklisted? A. I was asked if I knew if any were blacklisted and I said it was not where I was.

Q. But do you know the reason why they were blacklisted?

A. Because they took an active part in the last strike at the Acadia Company's Mines.

Q. Did these parties act as spokesmen for the miners? ...

WITNESS — I need not answer any question, I suppose, that might prejudice me. I did not think I would be questioned on such points from the bill I got, but there are many things on it I can speak about.

By MR. WALSH:

Q. What are they? A. There is the lien law and the garnisheeing of wages.

Q. Is there anything of that kind here? A. Well, the workingman in this country has no protection whatever for his wages; there is no lien law in this country giving a miner a lien for his wages. For instance, if a coal mine was mortgaged and the workingman worked in it for twelve months and without receiving his pay, and then the mine was foreclosed, he would get nothing.

By MR. FREED:

Q. What kind of a law would you require — that the wages should be a first lien on the property, no matter what mortgages there were on it? A. Certainly.

Q. You think the workingmen ought to be paid and allow the other creditors to come in after? A. I think the men who produce the money by their work have the first and best right to it.

Q. Under the laws of Nova Scotia has the workman to come in as a general creditor? A. I do not think the workingman comes in unless he is a mechanic. It has been roughly estimated that workmen in Nova Scotia have lost \$100,000 from the lack of law to give him the wages he has earned.

By MR. GIBSON:

Q. Have not the men any claim at all? A. No claim at all. Well, for example, the Government stepped up into Cape Breton here and took over the mine and the men got nothing. Then take Londonderry — there the miners lost thousands and got nothing, and yet the Government secured what belonged to them, and they stopped work, and they would do the same with this company if they did not pay as they contracted, and the workmen would have to go without a cent; and in numerous places in Nova Scotia and Cape Breton the workingmen, through the want of a law, have been defrauded out of their wages. ...

NEIL A. NICKERSON, miner, sworn and examined.

By MR. GIBSON:

Q. What mine do you work in? A. The Albion mine. ...

Q. Then as to the effects of the organization? A. Since we were organized there has been a law which was obtained through the representations of our representatives which enacts that instead of one inspector of mines we have now one and a deputy in Nova Scotia and Cape Breton, which I think was required.

By MR. WALSH:

Q. You think that was a step in the right direction? A. Yes; a gain by the labor organization — and this Bill brought before the Local House was another step in the right direction.

By MR. GIBSON:

Q. You think these were obtained by the organization? A. Yes; it was the means.

Q. You think they are the direct effects of organizing? A. Yes; they are. Before we had no organization of the kind. I know when a boy in the pit there was no law or system, but now these things are all arranged better and each man gets an equal share. Then, the manner of firing is better managed, too, but I think the law is deficient in a good many things yet.

By MR. WALSH: ...

Q. Is there anything else you would like to give us your views upon? A. Well, let some of the rest speak on the immigration. I am greatly opposed to it; it seeks to degrade the morals of the people — these Belgians they bring out. I do not believe in assisted immigration at all. They are only paupers they are bringing into the country. I have seen them come out as farmers' help, &c., and then go to work on the Canadian Pacific Railway and work at \$1.25 a day. Then there is the indenture system, I think that would be a great benefit. I think the fortnightly system of pays would be a saving of ten per cent, both to buyer and seller; it would be an advantage and all would be better off. ...

ROBERT GRAY, miner, sworn and examined.

By MR. FREED:

Q. Were you employed at the Acadia Coal Company's mines at Westville up to December last? A. I have been idle since up to a few days ago when I came here, and I can only speak of that time as I have only worked a few shifts in the other place.

Q. Why did you leave the Acadia Company's mine? A. I was put out.

Q. By whom? A. By the agent of the work.

Q. Do you know why you were dismissed? A. Well, no.

- Q. Were other men dismissed at the same time? A. Yes.
- Q. Many? A. Well, about something in the neighborhood of 30.
- Q. And you do not know what the cause of this dismissal was?
- A. I could not get them to tell me what it was for; he did not need my services, that was all.
- Q. Were you and the other 30 men parties to taking any action in any direction you think may have given offence? A. No; unless it might have been that of being on the committee the time of the strike.
- Q. Were the whole of the 30 on that committee? A. No.
- Q. What was the cause of it? Was the colliery overstocked at the time? A. No; not more than it was.
- Q. You do not know then what was the reason why they should want to reduce the force? A. Well, the demand was not so much, but in former times all the hands were employed.
- Q. Have you reason to think that you were discharged because you had taken part in any labor organization? A. I do.
- Q. What reason have you for thinking that? A. Because he took most of them on and left out whoever took a prominent part.
- Q. The most of them were taken back? A. Yes.
- Q. After how long a time? A. Well, some a month and some a fortnight and so on that way.
- Q. Did you apply to be taken back? A. I did.
- Q. What answer did you receive? A. He could not tell me when he would need my services.
- Q. How long had you worked there? A. I had worked there 19 years successively.
- Q. Were the other men who failed in getting back as prominent as you had been in this labor organization? A. Something similar I guess.
- Q. None of the prominent men were taken back? A. No.
- Q. Do you think that any steps were taken to prevent you from getting employment elsewhere than at that colliery? A. I never tried; every place was closed at the time.
- Q. But you have now got employment? A. Yes.
- Q. You do not think any steps were taken then to keep you from being employed in your present position? A. No; I do not think it.
- Q. Have you known other men besides those you have spoken of that were dismissed under similar circumstances? A. As far as my

recollection goes I cannot say that I do; but I do remember something of a man being discharged for speaking for their rights.

- Q. As far as you know does the manager object to employing men belonging to labor organizations? A. It would look like it. I do not know whether he does or not.
- Q. Do they enquire whether a man belongs to a labor organization or not? A. I believe they do. I know that any man that don't belong to the union gets work pretty sharp.
- Q. Do you think that preference is given to men who do not belong to labor organizations? A. I do; that is my opinion.
- Q. And your opinion is based upon your observation from what is actually done among the workmen? A. Yes.
- Q. Would that observation be extended over a number of years? A. From the formation of the union.
- Q. How long is that? A. Nine years.
- Q. Have you heard other men make like observations? A. Yes.
- Q. It is a matter of belief among the men so far as your knowledge goes, that the management puts men not belonging to unions at an advantage over union men? A. Ever since this agent has been there.
- Q. Do the men of your union object to working with non-union men? A. No.
- Q. You do not make any discrimination? A. No. ...
- Q. How many days do you think a coal cutter would average in a year — taking one year with another? A. Including strikes?
- Q. No; leave the strikes out, apart from that, how many days would he be able to work, that is how many days would there be work for him? A. Of course, I cannot speak of years formerly, but we worked pretty steady last year only for the three and a half month's strike; if the strike had not taken place we might not have got any more than we did.
- Q. What was the cause of that strike? A. Well, the reduction.
- Q. Was the same explanation given of the reduction as that given in the Drummond mine, that the price of coal had fallen in the market? A. No; I do not think it.
- Q. What explanation was made? A. That they were paying too much.
- Q. That was all? A. Yes.
- Q. Was any offer of arbitration made? A. There was.
- Q. By whom? A. The men.

- Q. What did the management say to that? A. Well, they partly agreed to it.
- Q. What steps were taken? A. Well, the next time we went back he would have nothing to do with it.
- Q. They refused to appoint an arbitrator? A. Yes.
- Q. Did they give any reason for their refusal? A. No.
- Q. Just simply said they were not ready for arbitration? A. Yes.
- Q. Were the men desirous of having it arbitrated? A. Yes; we were anxious to go to arbitration and to work.
- Q. How was it settled at last? A. It was made partly a compromise between the men, he wanted to take so much off, it was about half I think, or something like that; we made a compromise that way.
- Q. That was after striking three and a half months? A. Yes.
- Q. Was it that time that you and the thirty others were told that their services were not required? A. As far as the language of them in charge went I would say — yes.
- Q. But you did work for some time? A. Yes; I worked from that up to December — that was from the middle of May up to December, but what with the threats of the underground manager that as soon as they got a chance we would have to leave — and he made all that kind of statements.
- Q. But did you ever hear any threatening statement from him?
A. No; not from him. He took good care he would not say that; but I believe the men, because they carried the threat into effect.
- Q. Are you now speaking of what some of the men working there told you? A. Yes.
- Q. Do you know of any foreign miners having been brought here to this country? A. Yes.
- Q. How many miners were brought at one time? A. I could not say. I think about 20 or 30 came at the one time.
- Q. Do you know whether there is any law in Nova Scotia compelling foreign workmen brought to Nova Scotia to fill contract if contract is made out of the province? A. I think there is no law.
- Q. Do you think there is any law forbidding the bringing in of workmen under contract? A. I think there is a law spoken of or passed to that effect.
- Q. You do not know? A. I would not say positively.

Q. Would you desire to see a law prohibiting the importation of foreign laborers under contract? A. I would.

By MR. KERWIN:

Q. Where did these miners come from that were brought here?

A. From Belgium, I believe.

Q. You said a little while ago that non-union men would have the preference for work in the Acadia Company's mines? A. Yes; they do.

Q. How would the manager know whether they were union or non-union men? A. He would know if he asked them.

Q. Do they make it a rule to ask that question? A. I cannot say as to that — so far as you can judge they do — I know of union men applying and not getting work, and non-union men getting it. ...

Q. Are there any fines imposed in the Acadia Mines? A. Yes; any amount of them.

Q. For what? A. Well, for stony coal.

Q. Is the coal weighed or is it by the tub? A. We are paid in the rooms by the cubic yard and in the pillars so much a box, and they dock for stone there.

Q. It is generally agreed that if a miner fills stone he will be checked? A. Yes; we entered into an agreement with the agent to that effect, and if 28 pounds, of stone, 20 cents is checked off the box.

Q. Who is the judge as to whether the box should be docked?

A. The men at the screen, I guess.

Q. Is there any man appointed by the men to superintend that work also? A. No.

Q. Have the men ever suggested that they should have a man there as well? A. We have grumbled enough, but that is all. We have grumbled about the fines being too heavy.

Q. Are they very frequent? A. In some places they have been as high as \$5 a man in some months for fines.

Q. What becomes of the coal? A. The general manager could tell; I do not know; we have been at him two or three times to get part of it for any man disabled. We used to make a collection through the mine for men sick or disabled, and we went repeatedly and asked for a part of the fines to help these men, but never got any. The last collection I went through I went and asked him for \$5; it

was for a man who was off for months, but I did not happen to get it.

- Q. There is no fund provided for persons who get disabled or who are sick from working in the mine to which the management contributes? A. No; they like to grasp everything they can get.
- Q. Is there any benefits among the men? A. We had a benefit in connection with the union at one time; we used to pay \$2 a year.
- Q. Are collections very frequent among the men? A. Yes; mostly every month. ...
- Q. Is there anything else you can suggest to the commission – do you think the workingmen invest their savings to as much advantage as other people? A. I do not think they ever get any to invest, all they get is the trouble to know to where to go with it to pay their bills – I think that is the most of it – that any men with families.
- Q. Do you know any person who has worked for years who has the means of support derived from the mines? A. Some who have a large family of boys have accumulated some. ...

MR. H.S. POOLE, agent, Acadia Coal Co., sworn and examined. ...

- Q. How long is it since the last difficulty or dispute took place between the management and the men regarding wages? A. It was in last May – that is, a dispute in which a body of men were concerned. There are often little disputes.
- Q. That was the last that took the nature of a strike? A. Yes.
- Q. What was the cause of that difficulty? A. It was complex. First, there was an order that the wages of one pit should be reduced – the men objected to that, and the men at the other pits refused to work if the order was enforced.
- Q. Were the men locked out or did they quit work? A. They quit work.
- Q. Were any efforts made on either side looking towards an arbitration? A. The men made a proposition which they subsequently withdrew; then they asked whether the company were open to arbitration as they proposed it and the company declined.
- Q. What was the first offer made by the men? A. It was vague. It was arbitration generally.

Q. Did the company signify their willingness to arbitrate at first?

A. They did on certain conditions, but I cannot recall the terms.

Q. Did the company take the position that they would arbitrate to see how much the reduction of pay should be, but that they were unwilling under any circumstances to restore the old rate? A. No; it was limited to a reduction, but it did not specify the extent.

Q. The management were willing to arbitrate to find out what the amount of the reduction would be? A. Yes.

Q. And the men declined that? A. They first accepted, if I remember aright, but when it came to details they withdrew their acceptance.

By MR. WALSH:

Q. Was there not an understanding that if the wages were fixed, they should remain at that figure? A. There was nothing of that nature that I remember.

By MR. FREED:

Q. At all events there was no arbitration. When the men returned to work did the company come to the men's terms or was there a compromise? A. There was a compromise.

Q. Was there any reduction of wages? A. Yes.

Q. Were any of the men who took part in the strike proscribed by the company or refused work? A. No; I know of none. There were men who worked before who did not get work afterwards, but it was because there was no work for them.

Q. Was work refused to any of the men because they had taken part in the proceedings? A. No. Some men were refused the sort of work they wanted.

Q. Were the men for whom you had no work those who were prominent in the labor movement? A. There may have been one or two, but some of them were inefficient.

Q. Are there any of the men who have made themselves obnoxious in consequence of the part they have taken in the labor movements? A. As far as possible we place all men on the same footing. One cannot help knowing the men who come to us as committee men to represent the views of their fellows, but I am free to say that the majority of the men who have come to us as deputies have won my respect from the manner in which they have spoken. As a rule, the leaders in these matters are men that I have a considerable amount of respect for.

Q. And you have not placed them under a ban or made them marked men in consequence of the part they have taken? A. No. On the contrary, my feelings towards some of them have been improved by the way in which they have presented their case. I would not say that of all of them. ...

ROBERT DRUMMOND, Secretary Provincial Workmen's Association, sworn.

By MR. KELLY:

Q. What is your occupation? A. I am Grand Secretary of the Provincial Workmen's Association.

Q. Then you are one of the workmen in the mines? A. No; not now.

Q. What are you now? A. I am manager of a paper.

Q. Do you get any remuneration for being secretary of the association? A. Yes.

Q. Have you worked here? A. I have worked for some time in the Drummond mine, and I have also worked in Cape Breton.

Q. Will you give the Commission any general information that you are possessed of? A. In reference to fortnightly payments I had evidence to the effect that the men were not generally in favor of it. Some of the men are not in favor of it, but we never had it here. The men tried to get fortnightly payments, but they never got them. Previous to 1881 the men got payment on the 15th of the month for the previous month. Then we had an agitation for fortnightly payments. In Springhill we got them, and on the 28th of the month the men were paid for the first 14 days, but in Pictou the men accepted a sub-pay on the 5th of the month and full pay on the 20th, which was very little good to them. We were in favor of that system then, because it would be the thin edge of the wedge for fortnightly pay, and we intend to have that yet, even if we have to go to the legislature for it. Another point, I think, the Commission should know is this. The loader's pay was mentioned as being \$1.20, but in the mine that witness represented they refused to take \$1.30 from the cutters for loaders, the reason being that the more the cutters give the loaders the less the pay for the cutters average, and the management, of course, wish to show the best average. If the loaders were paid \$1.30 it would make the wages of the cutters so much less.

Q. Are you in favor of arbitration? A. Yes; we have fought the managers on arbitration, and had a Bill passed last week through the legislature with that object in view. It provides for the appointment of two arbitrators by the workmen and one by the managers, and these three to select a fourth, three of the four will constitute a quorum, and the arbitration is to be compulsory. There can be no arbitration unless it is compulsory. The managers, except Mr. Poole, employed counsel to fight against the passage of the Bill, but there was a clause in it providing that if they did not comply with the award of the arbitrators they would be liable to forfeit their leases. We were willing to eliminate that clause, and it was done this year. They are now liable for 14 days' pay of all the men employed. If the men refuse to abide by the decision they lose 14 days' pay off the time they work, which will be retained by the company. Mr. Poole withdrew his objection to the Bill after that clause in reference to the forfeiture of the leases was struck out. In reference to the last strike the men made a proposition to arbitrate, and no objection was made to the principle, but the management would not arbitrate unless a reduction was made from the maximum rate then paid. They said in effect, you must first name a lower figure, and we will then arbitrate how much lower than the figure named the rate shall be. When they saw that the men were in earnest in their desire to arbitrate they then threw obstacles in their way. I think also, with regard to the average pay, that you can ascertain that without reference to the books. We have a sworn statement in the Dominion Franchise for last year, which was an average year, and you will see from the returns how many men made three hundred dollars. There were only three or four in Cape Breton. Here we were a little better off, but in Cape Breton, not a majority of them, not a tenth of them were eligible. This statement is proof positive, because it was sworn.

By MR. WALSH:

Q. Has the accuracy of the returns ever been questioned? A. No; they came out of the offices certified by the office clerks.

Q. Have you ever known the foremen to beat the boys? A. Not since the formation of the union, but previous to that a man did not know when he went into the pit whether he would be discharged

before night or not. I have heard the bosses swear at the men, but they do not use them that way now.

Q. You think there has been an improvement within the past ten years? A. Decidedly.

Q. Have the miners, as a class, improved within that time?

A. There is no doubt of it. Bring a thousand miners together and a thousand men of no other trade will beat them as far as sobriety and good behavior are concerned. We have had as many as 2,000 men together at pic-nics and not a single one of them drunk.

Q. Is there any information that you can give that would be beneficial to the men? A. I think no one should be admitted to work in the mines under the age of 12 years. No boy or girl should be permitted to work unless the companies have a certificate from a doctor that they are fit.

Q. What about their education? A. They should be able to read and write; the more intelligent they are the less liable they are to destroy themselves and others. A careless miner leads to accidents where other lives than his own are endangered. With regard to the apprentice system, I believe that Trades Unions are opposed to them, but I believe they make a grand mistake. I think such a system would be the best thing that could be introduced. I don't see the object of excluding the children of natives while allowing others to come in and take the trade. I think our own children should be apprenticed, and it would exclude people from other places. ...

In regard to Industrial Schools, the Commission might make a recommendation so that we could get technical education. We think some training for imparting technical education should be compulsory on all teachers. In a farming locality the children should be taught about the soil, and in a mining country they should be taught something about what they are to earn their living from.

Q. Has the association been the means of raising the status of the miners? A. Yes.

Q. How many members are there? A. The nominal membership is 3,000. The good standing membership is not so large.

Q. Does that include Cape Breton? A. Yes; we have 14 lodges under one Grand Council.

By MR. GIBSON:

- Q. Are the great majority of men in good standing? A. No; in Cape Breton they are idle from December until May, except a little banking, and men who are not earning anything cannot contribute enough to keep themselves in good standing. Here we have had explosions that have had the same effect.
- Q. Is it owing to Cape Breton being blocked with ice that the men are idle so long? A. Partly that and partly for want of railways. It is also partly due to the new system. They can put in enough men there in the summer to supply the trade all the year.

By MR. KELLY:

- Q. How many lives have been lost here within the last five or seven years? A. I suppose 90.
- Q. Were any of the persons who were in the mine here, at the time of the last explosion, got out? A. Two, I think.
- Q. Out of how many? A. Forty-six.
- Q. Were they living when they were got out? A. No; they were dead. They were killed by the gas.
- Q. Did any of the men who were in the mine escape? A. Yes; a great many got out by the cage pit.

By MR. WALSH:

- Q. Is there any known cause for the accident? A. It has never been ascertained.
- Q. Was there any investigation as to the cause? A. Only the coroner's inquest.
- Q. Who goes on the jury in such cases? A. We have a provision that three competent miners must go on. The men have also power to appoint a person to examine the witnesses. The Local Government have an interest in the mines here and most of the matters affecting us are considered. ...

NORTH SYDNEY MINES, C.B.

RICHARD LOCKMAN, checker, North Sydney Mines, sworn.

By MR. HAGGERTY:

- Q. What is your business in connection with the mines?
- A. I am a checkman.

- Q. You are employed by the miners and paid by them? A. Yes.
- Q. Your business is to record the weight of coal as it comes from the mine? A. No; I look on while the other man records it.
- Q. Are you paid by the day? A. No; I am paid so much by each man.
- Q. You do not live in the company's house? A. No.
- Q. The company pays you nothing at all? A. No.
- Q. They do not provide you with a house? A. No.
- Q. Not with a house or coal or anything? A. No.
- Q. How long have you been employed in this position? A. For about six years.
- Q. Give us a general idea of your duties; what do they consist of?
A. I am hired by the men to look after their interests. I serve them with their tools and look after the coal that comes from the mine. I am paid by the men to look after their rights.
- Q. In case of coal coming up and being weighed and not being clean, what do you do in that case? A. If the coal is not clean, that is if there is stone or dirt in it, the company take off half a ton of coal to the tub.
- Q. What does a box of coal weigh? A. From 1,200 to 1,800; sometimes it may weigh 1,900 to 2,000.
- Q. Who is the judge in case the coal may be bad? A. There is no judge but the company's man, the topman.
- Q. Have you no voice at all? A. I have a little sometimes. Sometimes he may give way to me.
- Q. How much is deducted from the weight of the box? A. 1,000 pounds. If the box weighs 1,300 or 1,400 pounds the company takes 1,000.
- Q. Is it the rule among the men to allow that to be done? A. It has been the rule since I have been there. They have spoken against it a good deal.
- By MR. FREED:
- Q. Is all the coal weighed as it comes from the mine? A. Yes; every box that comes up is weighed. In the winter the coal is riddled, the clean is weighed and the slack is not.
- Q. What rule is there to determine the weight of stone in the box before the coal is forfeited? A. It is just the rule of the company.
- Q. How do they decide it? A. If they get so much dirt in the box they take half a ton.

- Q. How much dirt must there be in the box before they do that?
A. If there is 8 or 10 pounds they will take it. In the winter season the coal is riddled in the mine. There is supposed to be 200 pounds of slack in it and if there is more the company will take half a ton. ...
- Q. Can you tell us about how much coal is forfeited from a man in the course of a month or in the course of a year? A. Sometimes a man in the course of a month would lose a ton of coal. A pair of men working together sometimes lose two tons and sometimes two tons and a half. They would not lose more than two tons and a half. Some men do not lose any.
- Q. Two tons and a half would be the outside? A. Yes; that would be the most. Sometimes they lose three or four tons, but very seldom.
- Q. And some men, you say, do not lose any? A. Some men would not lose more than a tub in a year. Where there is a fall of the roof it is hard to keep clear of stone sometimes.
- By MR. KELLY:
- Q. Who appoints you? A. The miners.
- Q. If you and the company's man differ what is the consequence?
A. Sometimes he listens to me, and sometimes he does not.
- Q. Are the men aware that you protest against the forfeiture of tubs? A. Yes.
- Q. And don't they make demands to the company? A. Yes; they protest sometimes.
- Q. What is the answer? A. Anything that is the rule of the company they go by.
- Q. Then the miners have no rights; while they appoint you they might as well not appoint you? A. I send in a report to them and they go to the manager about it. ...

R.H. BROWN, manager, Sydney mines, sworn.

By MR. HAGGERTY:

- Q. What number of men have you employed? A. About 604 now, men and boys. ... Underground we have 284 men and 162 boys. A great many of the boys are working as men. On the surface we have 132 men and 36 boys, making a total of 604. There are 406 underground and 198 on the surface.

Q. What is the age of the youngest boy? A. We don't allow any to go underground under 12 years of age.

Q. Is there any standard of education? A. No.

Q. There is no law on the Statute book about that? A. No; we pay a large school tax and it is their own fault if they don't avail themselves of it. ...

By MR. KELLY:

Q. When a boy asks for employment do you ask whether he knows how to read and write? A. No; none come to us but what are raised on the place, and they are all supposed to be at school.

Q. Is the employment generally asked for by the parents? A. Yes.

Q. Do you ask about the age? A. If a small child asks for employment the overman would ask about his age. I have never known him to do so.

Q. How long have you been connected with the mines? A. I have been manager since 1864.

Q. Are you a practical miner? A. I never cut coal.

Q. Has the company a store in connection with the mines?
A. We have.

Q. Do you ever discriminate between the men who deal there and those who do not? A. No; the men are free to deal with us or not. As a matter of fact half of the men do not deal with us.

Q. How often do you pay them? A. Monthly.

Q. Do you pay in cash? A. We pay cash to those to whom the cash is coming.

Q. Have the men ever complained about not being paid oftener?
A. I can't say. Some five or six years ago, I think, the men spoke to the secretary who comes out from England on the subject, but I could not say positively.

Q. You have a number of houses which belongs to the company?
A. Yes; we have 290 houses.

Q. About what is the cost of each tenement? A. They must have cost \$450 a piece, I should say.

Q. About what would you charge a month for a tenement? A. Just according to the value of the house. We charge all the way from 50 cents a month to \$2.50. We have some large new houses built within a few years which are \$2.55 a month.

Q. How many rooms are there in them? A. There are seven rooms. They are 2-story houses. The old houses have only lofts upstairs. ...

- Q. If I understand aright the Miners' Association appoint a man to check the quality of the coal? A. No; we weigh the coal and they have a check weigher.
- Q. I understand that they have no voice as to whether a box should be thrown away or not? A. The check weigher usually comes forward; he looks after everything connected with the men's interests.
- Q. Have the men who have been docked protested against it?
A. I think the winter before last a committee came to me with the complaint that the coal had been checked. It happened that that day I had been down and had seen the coal coming up myself. I saw very bad coal coming up and I told the committee that it must be checked; that it was against their interests as well as ours to send up such coal; we would not be able to sell it. In reference to the slack coal I may say that the men do not lose the slack that is riddled out; they get 15 cents a ton for it and 33 or 34 cents a ton for the large coal. ...
- Q. Have there been any strikes at this mine of late years? A. Yes; there was a strike in 1876.
- Q. How was that strike settled? A. It was settled by the men returning to work at the same terms as they knocked off.
- Q. They struck for an advance? A. Yes.
- Q. Have there been any changes in the wages since 1876? A. Yes; there has been an increase once or twice, and there was a small reduction in 1884.
- Q. How do the present rates compare with the rates of 1876?
A. I think they are a little better. There was an increase and a reduction, but the reduction was not as much as the increase.
- Q. Do the men frequently send deputations to confer with you?
A. No; not frequently.
- Q. Do you receive them and treat with them when they do come?
A. Yes; I always receive them in person.
- Q. Do you ever keep a list of the members of the deputations or do you blacklist them? A. No; certainly not.
- Q. If they come to you with their grievances do you consider that they are only doing what they have a right to do? A. Yes.
- Q. You make no distinction as regards the men who come?
A. No; none whatever.
- Q. In case of differences arising would you favor arbitration as a means of settlement? A. It would depend on what it was. I don't

believe in compulsory arbitration such as that passed by the Local Legislature. It would make agitation a livelihood to some persons.

Q. Would unskilled men be able to understand a mining dispute so as to arbitrate intelligently in reference to it? A. No man who knew nothing about mining could arbitrate as to a matter of work; he might settle a question of wages.

Q. You think the disputes should be settled by men who understand the details? A. Yes; I think they can be settled by the men and the owners. Strikes are not satisfactory to either party.

By MR. WALSH:

Q. You spoke of a reduction in 1884. Would it be a fair question to ask you under what circumstances you would consider a reduction necessary? Were there any particular circumstances that warranted the reduction in that case? A. The circumstances were that we could not get the price for our coal. The price obtained in competition with others is so low that we could not make anything.

Q. That was the only reason? A. That was the only reason. Every year the prices were getting lower and the secretary told the men that the reduction was an actual necessity.

Q. Has your output increased? A. Yes; it has increased the last few years.

Q. Has it been a steady increase? A. No; not very steady; last year was an exceptionally good year.

By MR. KELLY:

Q. You do not favor a board of arbitration. Would not a board composed of one member appointed by the company, one by the miners, the third being a judge of the Supreme Court, be a good board? A. Yes; I think that would give all the arbitration any one could wish for.

Q. You never consulted the Miners' Association in respect to the Bill passed by the Local Legislature? A. No; they did not come to consult me.

Q. You protested against the Bill going through? A. Yes.

Q. Should you not have had the co-operation of the Miners' Association in regard to that Bill? A. I looked on it as their Bill.

Q. What are the general habits of the men, are they sober, steady and industrious? A. A great many are as good as any men of the class and some are not so.

- Q. Do you think the men here are as sober and steady as men of the same class elsewhere? A. I think we have as good a body of men here as there is anywhere. A great deal of the drunkenness that may exist is due to the temptations held out. There are too many rum shops in the neighborhood. The only cure for very bad cases is to discharge the men, but that does no good to them. The proper cure, I think would be to prevent the sale of liquor within two miles of a mine. There was such a law at one time, but it became a dead letter. The Commission would do a great benefit to the community if they drew attention to that matter. There are men in the mines who have money in the bank and are comfortably off, while there are others who have the same wages who have no money and are in debt. Their money goes into the pockets of the rum sellers and enables them to buy farms and build houses. If there was a law that no rum should be sold within two miles of a mine it would be a great advantage.
- Q. Have you imported any miners? A. No.
- Q. Do many miners come here from foreign countries? A. No; very few. The great majority of our men are born here.

CORNELIUS DONAHOE, co-operative storekeeper, sworn.

By MR. FREED:

- Q. What is your occupation? A. I run a co-operative store at the Sidney Mines.
- Q. Is the stock in the store owned by the miners themselves? A. Yes.
- Q. Altogether so or only partly? A. Altogether.
- Q. How long has this store been in operation? A. About 21 years nearly.
- Q. What class of goods do you keep? A. Dry goods and groceries.
- Q. Do you do a large trade? A. No.
- Q. Only a small trade? A. Yes; only a small trade.
- Q. Do you sell goods cheaper than other stores sell like goods? A. No.
- Q. Do you sell at about the same prices? A. Yes.
- Q. Has the store yielded large profits to the stockholders? A. At times very good.
- Q. Do you do a cash business wholly, or do you give credit? A. It is equal to cash, because we only take as shareholders those who put in a considerable amount, sufficient to cover their

dealings for a month or more. While they have capital sufficient to cover what they draw they are all right.

Q. Do you sell goods to others than stockholders? A. Yes; for cash.

Q. Outside the stockholders, you do not sell except for cash?

A. No; except an odd person I may trust a dollar or two.

Q. May any one become a shareholder? A. We are a little careful about taking in persons.

Q. You would not allow a person to take stock unless he was steady and of good character? A. No.

Q. If a man has such a character, may any one who wishes to become a stockholder do so? A. Yes. ...

By MR. KELLY: ...

Q. You have been connected with the miners for a long time?

A. Yes.

Q. Do you know of any men who have saved money from their labors in the mine? A. Not many.

Q. You have known some? A. Yes; certainly.

By MR. FREED:

Q. Are you agent for the Dominion Government Savings Bank here? A. Yes.

Q. How long have you held that position? A. Since July, 1883.

Q. Do all the miners who deposit money here deposit with you?

A. I think most likely they do.

Q. How near this place is the nearest agent of the Post Office Savings Bank? A. About two miles and a half or thereabouts.

Q. That is in North Sydney? A. Yes.

Q. Have you any objection to state the total deposit with you at the present time? A. It is about \$70,000.

Q. Are you able to form an estimate of the proportion of that sum deposited by miners? A. No.

Q. Can you give us any idea at all whether half or three-quarters of it is deposited by miners? A. No; not by miners. Of course there is money deposited by miners of fifty years standing in the country, but I don't know whether they made it by mining or not. They may have made it by speculation or otherwise.

Q. You cannot form an estimate then of the proportion of the \$70,000 that belongs to miners? A. Well, possibly \$7,000 or \$8,000.

Q. Who are the persons who principally deposit with you? A. Well, there are a number of farmers. ...

ALEXANDER MCGILLVRAY, miner, Little Glace Bay Mine, sworn and examined. ...

By MR. FREED:

Q. Look at this paper (memorandum handed to witness) that is the statement of your account for the month of July, 1887? A. Yes.

Q. You cut sixty-six tons and a half of coal? A. Yes.

Q. For which you are credited \$33.53? A. Yes.

Q. And you cut two cubic yards for which you were credited \$1.60? A. Yes.

Q. Making a total of \$35.13? A. Yes.

Q. Against this you were charged rent \$1.50, coal 25 cents? A. Yes.

Q. How much coal did you receive for that? A. About two loads.

Q. You are charged for the hauling and not for the coal?

A. I think so.

Q. You are charged with oil 80 cents? A. Yes.

Q. Did you use that amount of oil in one month? A. I think so.

Q. You are charged with powder \$3.24? A. Yes.

Q. Was that one month's supply of powder? A. I am not sure, I have had less than that some months.

Q. Have you ever had as much as that? A. I can't say.

Q. You are charged for school 15 cents? A. Yes.

Q. For doctor 40 cents? A. Yes.

Q. For tally 30 cents? A. Yes.

Q. That is for the man the miners' employ to watch the tally?

A. Yes.

Q. You are charged for store account \$28.49? A. Yes.

Q. Would you run that much every month? A. No.

Q. This would probably include some book account? A. Yes.

Q. So the credits and the debits for the month exactly balance each making \$35.13? A. Yes.

Q. You received that month no cash? A. No.

Q. Is it generally the case that at the end of the month no cash is coming to you? A. On many occasions.

Q. Do you get all your family supplies at the store?

A. Most of them. ... This is a memorandum for last year, showing the total amount of earnings for the several months, and the amounts paid for rent, coal, powder, oil, school, doctor and tally. (Witness hands in memorandum.)

Account of earnings for months of 1887

	Total amount Earned	Rent	Coal	Powder	Oil	School	Doctor	Tally
	\$ cts.	\$ cts.	cts.	\$ cts.	cts.	cts.	cts.	cts.
March	11 62	1 50	0 50	0 36		0 15	0 40	0 30
April	22 51	1 50	0 25	1 80	0 50	0 15	0 40	0 30
May	27 87	1 50	0 55	1 26	0 50	0 15	0 40	0 30
June	38 57	1 50	0 38	2 80	0 80	0 15	0 40	0 30
July	35 13	1 50	0 25	3 24	0 80	0 15	0 40	0 30
August	33 94	1 50	0 25	2 60	0 90	0 15	0 40	0 30
September	40 67	1 50	0 38	2 52	0 80	0 15	0 40	0 30
October	35 38	1 50	0 38	1 44	0 80	0 15	0 40	0 30
November	26 55	1 50	0 37	2 16	0 60	0 15	0 40	0 30
December	14 58	1 50	0 63	0 36	0 40	0 15	0 40	0 30

Memo. submitted by A. McGillivray

Earnings for 1887 of Daniel and Alexander McDonald

Riddled \$394.83

Unriddled 231.82

Bank 42.45

Total \$669.10

Each \$334.55

Earnings for 1887 of Richard and Joseph Beaver

Riddled \$156.00

Unriddled 119.34

Bank 25.05

Total \$300.39

Each \$180.19½

...

Q. Now can you explain how it is that two of those men earned more than twice as much as the other two? A. No; I only took them as the highest and the lowest.

Q. You think that the average between these two would be a fair average of the earnings of the men in the pit? A. I think it would not far off it.

Q. What circumstances would warrant two men making so much and the other two so little? A. I think the coal was easier to cut, and the men were better. ...

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